R E P O R T R E S U M E S

ED 019 760 EA 001 366

SURVEY OF TEACHERS' SALARIES IN U.S. PUBLIC SCHOOL SYSTEMS.

BY- ANDERSON, PATRICIA
AMERICAN FEDERATION OF TEACHERS, WASHINGTON, D.C.

PUB DATE JAN 68

EDRS PRICE MF-$0.50 HC-$3.76 92P.

DESCRIPTORS- *TEACHER SALARIES, *STATISTICAL SURVEYS, *PUBLIC SCHOOL SYSTEMS, TEACHER ASSOCIATIONS, *STATE SURVEYS, COMPARATIVE STATISTICS, SCHOOL DISTRICTS, URBAN SCHOOLS, FRINGE BENEFITS, FACULTY PROMOTION, AVERAGE DAILY ENROLLMENT, *SALARY DIFFERENTIALS, DISTRICT OF COLUMBIA, NEA, AFT,

THIS 19TH ANNUAL SALARY SURVEY OF THE AMERICAN FEDERATION OF TEACHERS (AFT) LISTS TEACHERS' SALARIES AND BENEFITS PAID BY OVER 600 SCHOOL DISTRICTS IN ALL 50 STATES AND IN THE 50 LARGEST CITIES DURING 1967-68. THE SIZE OF EACH DISTRICT, SALARY BY EDUCATIONAL BACKGROUND, INSURANCE PAID BY EACH DISTRICT, AND THE NUMBER OF STEPS BETWEEN MINIMUM AND MAXIMUM SALARIES IN EACH CLASSIFICATION ARE INCLUDED. IN ADDITION, THERE IS A COMPARISON OF 1966-67 AND 1967-68 SALARY FIGURES IN DISTRICTS WHERE THE AFT HAS BEEN THE BARGAINING AGENT FOR AT LEAST ONE YEAR AND A COMPARISON OF THE FOUR LARGEST AFT CITIES WITH THE FOUR LARGEST NATIONAL EDUCATION ASSOCIATION CITIES. THIS DOCUMENT IS ALSO AVAILABLE FROM THE ORDER DEPARTMENT, THE AMERICAN FEDERATION OF TEACHERS, AFL-CIO, 1012 14TH STREET, N.W., WASHINGTON, D. C. 20005, $1.50 FOR NONMEMBERS, $0.35 FOR MEMBERS. (TT)

ED019760

AMERICAN FEDERATION OF
TEACHERS AFL-CIO

SURVEY OF TEACHERS' SALARIES

January, 1968

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

SURVEY OF TEACHERS' SALARIES

IN U.S. PUBLIC SCHOOL SYSTEMS

Compiled by Patricia Anderson

AFT Researcher
January, 1968

AMERICAN FEDERATION OF TEACHERS, AFL-CIO

Charles Cogen, President

Robert Porter, Secretary-Treasurer

Alfred Tapson, Chairman,
Education and Research Committee

Dr. Robert Bhaerman, Research Director

SURVEY OF TEACHERS' SALARIES

Published by
THE AMERICAN
FEDERATION
OF TEACHERS, AFL-CIO
January, 1968

PRICE $1.50 FOR NONMEMBERS
.35 FOR MEMBERS

introduction

The 19th Annual Salary Survey of the American Federation of Teachers includes over 600 school districts from across the United States. Superintendents and AFT leaders from over 1,000 districts replied to our questionnaire; however, many districts were omitted because the information was incomplete or the responses were received after the publication deadline.

This year, in addition to the larger districts (6,000 or more pupils), we have included some systems with smaller enrollments, as a result of the volume of respondents from these districts.

We have extracted the 50 largest cities to preface the survey, as a special feature. Appendix A shows two new charts:

1. A comparison between the 1966-67 and 1967-68 figures in districts where AFT has been the bargaining agent for at least one year.
2. A comparison of the four largest AFT cities with the four largest NEA cities.

The survey reflects some of the very distinct salary gains in areas where AFT locals are the collective bargaining agents. We are also happy to add several cities to our list of collective bargaining election winners.

Explanation of Columns

While the format of this survey is basically unchanged from that of last year, some notes of explanation may be necessary, although most of the columns are self-explanatory.

The figures under each school district represent the average daily membership. In the insurance column, where the word "none" appears, the district offers no insurance benefits. A blank space indicates no response. Where possible, a dollar value is specified as either monthly or yearly, according to single or family coverage.

Additional pertinent information about the system is listed under "remarks." Many times the salary columns cover several categories of advanced credits.

The figure in parentheses between the minimum and maximum salaries indicates the number of increments to reach maximum. This figure is derived by assuming that one's first year of teaching is Step 0. The first increment actually comes at the beginning of the second year of teaching.

Work on this survey has opened up pertinent areas to be included in future studies. For example, the increase in salary from year to year should be compared with the number of steps to reach maximum; the length of the school year should be considered; and the fact that improvements in fringe benefits add to the total salary package is of considerable importance.

Consideration of these and other questions will be included in the next survey:

1. Do the schedules reflect a substantial increment on all levels of the scale?
2. Are equivalency credits considered, as well as earned degrees, for salary increments?
3. Does the district offer increases for credits earned beyond each degree (i.e., B.A. + 15)?

Discounted Net Lifetime Earnings by Occupations

OCCUPATION	RANK	EARNINGS
Dentists	1	$109,070
Electrical Engineers	3	98,924
Toolmakers	8	88,447
Lawyers	10	85,984
Accountants	14	81,059
Postal Clerks	33	69,676
Sec. Teachers	40	64,477
Automobile mechanics	47	60,793
Elem. Teachers	51	58,585
Stock Clerks	57	54,831
Janitors	62	45,512
Kitchen Workers	67	27,569

*Industrial and Labor Relations Review, Vol. 21, No. 2, January, 1968, pp. 186 & 187 Table I.

Salaries in the 50 Largest Cities

This year we have again extracted from the study the salary provisions from 50 of the largest cities. Whenever you see the notation (50) after the name of a city in the main listing, you should look in this section for the salary information.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW YORK CITY (AFT) (1,084,818)	6200* (13) 10,350	2 • 150 11 • 350	6700 (13) 10,850	7450[1] (13) 11,600	7700[2] (13) 11,850	8450 (13) 12,600			H, M-S. Avg. $207 Range $122-$298 M-M, L, drugs, dental, optical $165	*(6750-11,150) 13 in Sept. '68. [1]B.A. + 60; [2]M.A. or equivalent. P.T.E. full credit max. 10 yrs.
CHICAGO (AFT) (547,678)	6560 (10) 10,147 7350* (10) 11,[illegible]5	358, 3 • 359, 358, 359, 365, 353, 358, 359			6970 (11) 10,916 7770* (11) 11,812	7175 (12) 11,480 7980* (12) 12,390		7431 (12) 11,736 8242* (12) 12,652	H, 100%	Note: figures include 2 wks, vacation pay. *Schedule as of Sept. '68. L.I. $250 • S 16, 21, 26, 31, 36 to max of $11,750 (B.A.)-$12,197 (M.A.) -$12,761 (M.A. + 30)-$13,017 (Ph.D)
LOS ANGELES (784,239)	6500 (10) 9420	•280, 240, 250, 270, 290, 290, 310, 320, 330, 340	7110[1] (10) 10,320	6800[2] (10) 9860	7430[3] (10) 10,840	7750[4] (10) 11,260	8050[5] (10) 11,690	8230[6] (10) 12,260	Health & medical program, 115 per yr.	L.I. $10 per 4 wk. pay per. M.A. degree, $40 per 4 wk. pay per. Ph.D. or equiv. - 30 per 4 wk. pay period after 5 yrs. on max. [1]B.A. + 42; [2]B.A. + 28; [3]B.A. + 56; [4]B.A. + 70; [5]B.A. + 84; [6]B.A. + 98.
DETROIT (AFT) (291,381)	6650 (11) 10,350				7150 (11) 10,850	7450 (12) 11,550		7750 (12) 11,850	H, M-S, 160 per yr. L, $1000 pol. prem.	P.T.E. full credit max. 5 yrs. (step 6)
PHILADELPHIA (AFT) (275,000)	6100 (10) 9900	330, 660, 530, 6 • 330, 300			6400 (10) 10,300	7100 (10) 10,900			H, M-S, M-M. L, approx. 50%, health 50%, occupational liability, 100%	P.T.E. full credit max. 8 yrs.
HOUSTON (231,830	5616 (12) 7994				6075 (12) 8993				M-M, $50 per yr.	
BALTIMORE (AFT) (190,371)	6000 (14) 9800	200, 8 • 250, 5 • 300			6500 (15) 10,600	7000 (15) 11,100		7500 (15) 11,600	H, M-S, M-M, 50%	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
STATE OF HAWAII (156,660)	Basic [1] 4774 (8) 7054 Incentive [1] 5330 (8) 7876	239, 251, 263, 276, 290, 305, 320, 336	Basic [1] 5264 (8) 7777 Incentive [1] 5877 (8) 8684						H, M-S, M-M, $3 to $10 per mo.	Schedule in effect since 1965. [1]Difference is that teachers must earn 5 sem. hrs. every 3 yrs. under incentive plan; L.I. 9 years beyond max. for total of $1112 basic, 1252 incentive for B.A. Lane; $1226 basic, 1369 incentive for B.A. + 30 Lane. Increase to max. 3 steps of 3 years each.
MIAMI (No Response)										
CLEVELAND (AFT) (152,000)	6250 (15) 9600	300, 2 • 200, 400, 150, 3 • 200, 250, 5 • 200, 350	6350 (15) 9950		6550 (14) 10,750				None	L.I. 300, 25, 30, 35 yrs, P.T.E. full credit max. 5 yrs.
SAN DIEGO CITY (142,602)	6200 (9) 8824	248, 258, 268, 279, 291, 301, 314, 326, 339		6696 [1] (10) 9673	7192 [2] (11) 10,537	8184 [3] (13) 12,308	7688 [4] (12) 11,414	8680 [5] (14) 13,217	M-M. 106.08 per. yr.	P.T.E. credit 6 yrs. 67-68, 7 yrs. 68/69. P.G.R. 4 s.h. each 4 yrs. [1]B.A. + 18; [2]or equiv.; [3]B.A. + 72 w/M.A.; [4]B.A. + 54 w/M.A.; [5]or B.A. + 90 w/M.A.
DISTRICT OF COLUMBIA (AFT) (142,000)	5840 (12) 8975	3 • 265 9 • 260			6385 (12) 9520	6605 (12) 9740	6825 [1] (12) 9960		H, M-S, M-M $34 to $81 per yr. L, $16.25 to $29.80 per yr.	L.I. $605 after 15 and 18 years. Schedules in effect since Nov. 1966 [1]M.A. + 60.
SAN FRANCISCO (128,067)	6430 (13) 11,045	13 • 355	7300 (12) 11,980	7855 (11) 12,860					M-M, 44½%	[1]B.A. + 60.
MILWAUKEE (127,479)	5850 (12) 9290	12 • 293		5967 [1] (13) 9547	6084 (13) 9745	6318 [2] (13) 10,202	6435 [3] (13) 10,429	6552 (13) 10,656	H, M-S, M-M 6.00-11.92 L, .36 per Mo. per 1000	P.T.E. full credit 1st yr., 1/2 credit thereafter, max. 5 yrs. [1]B.A. + 16; [2]M.A. + 32; [3]M.A. + 48.
MEMPHIS (121,615)	5200 (15) 8200	2 • 50, 250, 4 • 150, 250, 2 • 150, 300, 3 • 150, 750			5700 (15) 8700		6200 [1] (15) 9200	6700 (15) 9700	M-M, 45.60 L, 15.00	L.I. $100 per yr. after 20 yrs. P.T.E. credit from 3-10 yrs.(Step 5) [1]M.A. + 45.
ST. LOUIS (115,380)	5800 (14) 9860	14 • 290			6380 (14) 10,440	6960 (14) 11,020		8120 (14) 12,180		

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ATLANTA (112,487)	6000 (12) 8784	144,240,140, 9 • 240			6624 (14) 9984	7344[1] (14) 10,704		8064 (14) 11,424	M-M 1.00 per mo.	[1]Ed. S.
COLUMBUS (106,000)	5600 (15) 8200	15 • 200			6200 (15) 9000				H, M-S, M-M, 100% Sing.	L.I. $200 at 20th year. P.G.R. $600 end of 5th year; $400 at 10, 15, 20th; P.T.E. max. 5 years full credit.
ORLEANS PARISH **(New Orleans)** (104,989)	5400 (11) 8700	11 • 300			5700 (12) 9300	6000 (12) 9600		6300 (12) 9900		L.I. • 200 20 + years of SU.C.
INDIANAPOLIS (104,799)	5858 (14) 9352	2 • 215, 2 • 269, 322, 333, 2 • 269, 4 • 215, 161			6342 (10) 10,535	6557 (16) 10,965	6342[1] (16) 10,105	6772 (17) 11,395	L $3000 policy, approx. $10 per yr.	L.I. $215 • 18 yr. N.T.E. required. P.T.E. on approval of Supt. [1]M A. equivalent.
BOSTON (AFT) (93,000)	6000 (9) 19,000	7 • 400, 500, 700			6500 (9) 10,500	7000 (9) 11,000		7500 (9) 11,500	H, M-S. M-M, 50% L. $2000, 100%	
DALLAS (No Response)										
HILLSBOROUGH COUNTY (Tampa) (93,000)	5200 (12) 8528	2 • 156, 3 • 208, 2 • 260, 2 • 312, 364, 416, 468	5720 (12) 9048		6240 (12) 9568				None	
DENVER (94,260)	5500 (12) 8975	2 • 100, 1 • 350, 3 • 300, 3 • 325, 3 • 350	5600[1] (12) 9275	5700[2] (12) 9575	5700 (12) 10,025	8150[3] (6) 10,375	9550[4] (3) 10,725	9875 (3) 11,030	L. 100%, $2000 policy 50% above 100% acc. death and dismemberment	P.T.E. max. 5 yrs. of last 8. [1]A.B. + 45; [2]A.B. + 50; [3]A.M. + 45; [4]A.M. + 90.
SEATTLE (90,405)	6000 (5) 6750	5 • 150			6620 (11) 9260			7540 (13) 11,505	H, M-S, M-M, $5	P.T.E. full credit (not to exceed max. of day scale).
CINCINNATI (88,391)	5920 (12) 9725	260, 265, 450, 2 • 315, 310, 6 • 315			6445 (12) 10,245				H, 2.66, M-M, 3.72 (Approx. 50%)	L.I. end of 17th yr.: $260 B.A. scale, $265 M.A. scale. P.T.E. full credit max. 5 yrs.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FORT WORTH (80,500)	5729 (15) 7669	3 • 110, 6 • 125, 5 • 140, 1 • 160			5969 (15) 8069			6569 (15) 8669	L, $1000 (Policy)	P.T.E. full credit on State scale or 1/2 credit on district scale, whichever is greater.
NEWARK (76,000 est.)	6300 (11) 10,700	11 • 400	6700[1] (11) 11,100		7100[2] (11) 11,500				H, M-S, M-M, L, 100%	[1]B.A. + 32; [2]M.A. + 32.
PITTSBURGH (75,585)	5900 (10) 9200	3 • 300, 600, 6 • 300			6200 (10) 9800	6800 (10) 10,400	7100[1] (10) 10,700	7400 (10) 11,000	H, M-S. 90%, M-M. 100%, L, $5000 pol.	L.I. $300, 25 years. [1]M.A. + 60.
PORTLAND, ORE. (75,189)	5900 (14) 9200	2 • 150, 2 • 250, 300, 4 • 250, 300, 250, 200			6100 10,000 10,300*				H, M-S, M-M, $7 per mo.	P.T.E. 9 years max.. *M.A. + 15 and 17 years experience.
KANSAS CITY, MO. (75,000)	5550 (11) 8415	227, 228, 4 • 265, 5 • 270			5750[1] (14) 9640	5950[2] (14) 9840		6250 (14) 10,140		[1]or B.A. + 36; [2]M.A. + 34.
OKLAHOMA CITY (74,968)	5250 (21) 7350	21 • 100			5500 (21) 7900				None	P.T.E. max. 7 years full credit.
BUFFALO (72,461)	5800 (14) 9575	13 • 275, 200	6100 (14) 9875	6400[1] (14) 10,175	6300 (14) 10,075	6600 (14) 10,375			H, M-S, 7.88 - 18.60 per mo.	L.I. $200 after 20, 25 years. [1]B.A. + 60.
MINNEAPOLIS (70,086)	6000 (9) 9645	2 • 150, 500, 410, 430, 460, 485, 515, 545	6300 (10) 10,735	6150[1] (9) 9,885	6600 (11) 11,920	6900 (12) 13,210	6750[2] (12) 12,925	7200 (12) 13,785	H, M-S, 100% M-M. $78.12, L, $2000 policy premium	[1]B.A. + 15; [2]M.A. + 15; P.T.E. max. 6 years.
OAKLAND (70,017)	6090 (10) 9360	10 • 327	6684 (11) 10,512		7314[1] (12) 11,778				H, M-S, M-M, A.U., L, 100%	Add 630 per year for earned Doctorate, P.T.E. full credit max. 8 years. [1]B.A. + 60 w/M.A.
BIRMINGHAM (68,317)	5040 (10) 6723	3 • 99, 7 • 198			5688 (10) 7470	5994 (10) 7776		6300 (10) 8082	L, $1000 policy prem.	P.G.R. at 5 and 8 years.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
DAYTON (59,620)	6000 (14) 9780	14 • 270			6440 (14) 10,500			7640 (14) 11,700		P.T.E. full credit max. 6 years.
NORFOLK (No Response)										
OMAHA (59,396)	5700 (13) 9177	4 • 228, 9 • 285			6270 (14) 10,032	6840 (14) 10,602	4 • 228, 10 • 285	7410 (14) 11,172	H, M-S, M-M, 5.05 per mo.	
AKRON (58,105)	5900 (6) 9450	3 • 200, 350, 2 • 300	6000 (6) 9550		6325 (6) 10,250				H, M-S, M-M, 7.79-22.72 per mo.	P.T.E. full credit max. 5 years.
EL PASO (57,255)	5500 (16) 7300	2 • 100, 200, 6 • 100, 200, 6 • 100			5800 (22) 8200	6000 (22) 8400			None	P.T.E. full credit. M.A. + 3 yr. contract holders eligible for $200 add.
TOLEDO (54,000)	5500 (12) 8500	4 • 200, 400, 4 • 200, 400, 2 • 300			5800 (12) 9100					$10 per. S.H. grad. cred. beyond M.A., min. 15, max. 30. M.A. + 30 hr. max. 9700, L.I. 17th yr. $200. P.T.E. max. 7 yrs. (8yrs. 68–69).
LOUISVILLE (51,000)	5450 (15) 8720	15 • 218		5668[1] (15) 8938	5886 (15) 9156	6322 (15) 9592	6104[2] (15) 9374			L.I. $250 after 20 years. [1]B.A. + 15; [2]M.A. + 15.
ST. PAUL (47,721)	6000 (11) 10,000	2 • 250, 3 • 300, 4 • 400, 2 • 500		6200[1] (11) 10,350	6600[2] (11) 11,000	6700[3] (11) 11,050	6800[4] (11) 11,350	7200 (11) 12,000	H, M-S, M-M, L. 11.88, per mo. = 100%	L.I. for M.A., M.A. +, Dr. 200 after 20 years, 300 after 25 years. [1]B.A. + A.U.; [2]M.A. equiv.: 6400 (11) 10,700; [3]M.A. equiv. + A.U.; [4]M.A. + A.U.
ROCHESTER (46,000)	5900 (12) 10,030	2 • 295, 354, 472, 6 • 354, 2 • 295	6254 (13) 10,620		6431 (13) 10,915	6785 (14) 11,564	6608[1] (14) 11,328	7139 (14) 12,036	H, M-S, M-M, 100%	L.I. 20, 25 years, $295. [1]M.A. + 15.
JERSEY CITY (35,664)	6100 (12) 9600	11 • 300, 200			6400[1] (12) 9900	6700[2] (12) 10,200		7000 (12) 10,500		[1]or B.A. + 32; [2]M.A. + 32 or B.A. + 64.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PHOENIX (27,465)	5625 (7) 8250	7 • 375[1]			6000 (12) 10,500		M.A. + 24 6375 (12) 10,875 M.A. + 48 6750 (12) 11,250	7125 (12) 11,625	Industrial A.U.	Note: 5 yr. max. for P.T.E. [1]Increments on all scales • 375 per yr.
LONG BEACH (82,787) (A.D.A.)	6290 (11) 10,085	11 • 345	6698[1] (12) 10,838		7106 (13) 11,591	7514[2] (14) 12,344	7922[3] (14) 12,752	8430 (15) 13,605	H, M-S, M-M, 10.68 per mo.	P.T.E. 5 years (St. 6) [1]B.A. + 28; [2]B.A. + 56 & M.A. or M.A. + 28.
SAN ANTONIO (22,303)	5400 (16) 7310	15 • 120, 110			5600 (19) 8350					P.T.E. full credit.
TULSA	5000 (12) 7400	12 • 200			5400 (14) 8200	5800 (16) 9000				P.T.E. full credit to 4 yrs. then 1 yr. for every 2 (max. 6).

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

The Importance of Salaries

This document is a comparative guide which should be useful to teachers seeking employment in other districts, boards of education, school officials, negotiators, and researchers. Members of the government and general public, who each year must demonstrate their belief in and support of the tremendous needs of the school community and its teachers, may also find it helpful.

Let us hope that educators across the country, through AFT affiliation, can work to dispel the myth that the dedicated teacher is immune to the economic factors which govern much of our existence. Let us concern ourselves with the reality that a strong active pursuit of improved salaries and fringe benefits does not lessen the dedication of a teacher; conversely, it strengthens the profession from within..

Such efforts will, hopefully retain expert teachers within the field, attract men, too many of whom have been forced into other more economically lucrative fields of employment, and eliminate the need for moonlighting by many of our colleagues. Let us also appeal to the young college graduate who can bring with him the desire, spirit, ideas, and creative innovations to cope with an ever-changing curriculum.

The present goal of the AFT is a professional salary for professional employees — $8,500 to $17,000 in five increments at the bachelor's degree level.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CANAL ZONE	BALBOA HEIGHTS (14,250)	6716* (12) 10,321	303, 305, 305, 9 @ 299			7342 (12) 10,948	7595 (12) 11,201		7848 (12) 12,845	M-S, 1/3 by U.S. Govt. L, A.U.	Note separate scale for Non-U.S. citizen (app.$453 less) *Also incl. 15% trop.differential, L.I. '14, 696
ALABAMA	BIRMINGHAM (50)										
	CALHOUN CO. ANNISTON (11,716)	4731 (9) 5292	7 @ 60 1 @ 69 1 @ 72			5553 (9) 6108				None	
	DeKALB CO. (8289)	4695 (5) 5175	5 @ 96			5523[1] (5) 6003	6063[2,3]				[1]Reg. Cert. [2] A.A. Cert. [3]No pay increases for experience
	FLORENCE (7467	4180* (6) 4936	2 @ 105, 231, 104, 105, 106	5230 (6) 6061		6070 (6) 6934				H, M-S, M-M, $3.00	*11 years with 6 increments
	GADSDEN CITY (11,798)	4670 (5)[1] 5670	5 @ 100			5252 (5) 6252	6452[2]			None	[1]Exp. credit granted, not to exceed 5 years. [2]Additional $200 inc. for MA in sub. field or AA. certificate.
	JACKSON CO. (6748)	4643 (5) 5173	5 @ 106			5470 (5) 6000					
	MARSHALL CO. (13,065)	4620 (4)[1] 5196	120, 120, 180, 156			5472[2] (4)[1] 6048	5592[3] (4)[1] 6168				[1]Takes 8 years to reach maximum. Increases are every two years. [2]Reg. Cert. [3]A.A. Cert.
	MOBILE CO. (70,820) (A.D.A.)	4760 (15) 6410	15 @ 110[1]			5282 (15)[1] 6932					[1]Takes 21 years to reach maximum. No increments in years 13-16; 17-20.
	SELMA (7110)	5000 (12) 5800	12 @ 100			5600 (16) 6000	5700 (16) 6800[1]			None	[1]AA certificate. 8 years credit given exp. outside district.
	TUSCALOOSA (11,040)	4704 (10) 5424	66, 2 @ 72 66, 2 @ 72, 66, 84, 72, 78			5448 (10) 6384	5547 (10) 6492			None	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **50** = listing of 50 largest cities.
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **TROP.** = tropical; **P.T.E.** = prior teaching experience; **s.h.** = semester hours.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ALASKA	GREATER ANCHORAGE (20,095)	7350 (6) 9555	3 @ 367 3 @ 368 (alt.)	8085[1] (11) 12,127	7717[2] (9) 11,025	8452 (13) 12,862	9187 (15) 14,700	9555[3] (15) 15,067	9922 (15) 15,435	H, M-S, M-M, 3.80 L. .30 per $1000 annual salary	P.T.E. full credit max. step 5; [1]BA + 36; [2]BA + 18; [3]programmed degree beyond M.A.
	FAIRBANKS NORTH STAR BOROUGH (6581)	7600 (8) 10,640	8 @ 380		7980[1] (10) 11,780	8360 (15) 14,060	9120[2] (15) 14,820	8710[3] (15) 14,440	9880 (15) 15,580	H, 11.08 per mo.; M-M .50 per mo.	Salary schedule effective 1966-68; [1]B.A. + 18; [2]M.A. + 36; [3]M.A. + 16.
	JUNEAU DIST. #1 (14,091)	7000 (8) 9400	8 @ 300		B.A. + 18 9300 (9) 10,300[1]	7500 (12) 11,400		M.A. + 18 7800 (14) 12,350		H, M-S, M-M, 7.50 per mo.	[1]325 yrly. incr. M.A., 8 M.A. + 18; 4 yrs. credit for exp. outside state.
ARIZONA	PHOENIX (50)										
	AMPHITHEATER PUBLIC (TUCSON) (6114)	5200 (10) 8950	10 @ 375			5635 (12) 10,135			6070 (13) 10,945	None	Note $7.00 granted per s.h. above B.A. $225 above M.A. + Ph.D. $175 per yr. prior exp. to 5 yrs. then $75 for next 5 yrs.
	S.D. #40 OF MARICOPA CO. (GLENDALE)	5300 (10) 8215	5 @ 392 5 @ 291		B.A. + 12 5459[1] (10) 8374 B.A. + 24 5618[2] (10) 8798	5830[3] (11) 9328	6254[4] (12) 10,388	M.A. + 15[4] 6042 (11) 9832	6466[5] (12) 10,918	None	Note: Max. of 4 yrs. credit for prior exp.; [1]yrly. inc. 292 & 291 alternating; [2]yrly. inc. @ 318; [3]M.A. or B.A. + 36 yrly. incr. @ 318; [4]yrly. inc. 6 @ 345; 5 @ 3445; [5]yrly. inc. 12 @ 371.
	MESA #4 & 407 (17,500)	5300 (6) 6371	3 @ 212 3 @ 265	5724[1] (9) 8374	B.A. + 15[2] 5512 (7) 7261	5936[3] (10) 9010	6360[4] (12) 10,282	M.A. + 15 6148[5] (11) 9646	6572[6] (12) 10,494	H, M-S, M-M, 8.52 per mo.	[1]yrly. incr. 2 @ 212, 2 @ 265, 3 @ 318, 2 @ 371; [2]yrly. incr. 3 @ 212, 3 @ 265, 1 @ 318; [3]yrly. incr. 2 @ 212, 2 @ 265, 3 @ 318, 2 @ 371, 1 @ 424; also B.A. + 45; [4]yrly. 2 @ 212, 2 @ 255, 3 @ 318, 2 @ 371, 3 @ 424; [5]2/212, 2/265, 3/318, 2/371, 2/424; [6]2/212, 2/265, 3/318, 2/371, 3/424. Note: Max. 5 yrs. granted for P.T.E.
	SCOTTSDALE (26,156)	5300 (9) 8162	9 @ 318	5724 (12) 9864	5512[2] (10) 8692	5724 (12) 9864	6148 (12) 10,924	5936[2] (12) 10,388	6572 (13) 12,435	H, 9.23 per mo.	[1]B.A. + 15 or B.A. + 45, 5936 (12) 10,388; [2]M.A. + 15 or M.A. + 45, 6360 (13) 11,534.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ARIZONA	SUNNYSIDE S.D. #12 TUCSON (5859)	5200 (9) 8466	9 @ 374	5574 (10) 9314	5387 (9½) 8940	5761 (11) 9875	6135 (12) 10,623	5948 (11½) 10,249	6696 (13) 11,745	100% or $100 max.	Note: P.T.E. to step 8 @ 1/2 step per yr. all full step incr @ 374 per yr. 1/2 step @ 187.
	TUCSON (49,792)	5400 (9) 8,802	9 @ 378	5778 (9) 9180	5589[1] (9) 8991	5969 (12) 10,503	6345 (12) 10,881	6156[2] (12) 10,692		M-M. 75% (8.24 per. mo.)	Note: $100 longevity after 25 yrs.; M.A. + 45, 6534-11,070(12) M.A. + 60, 6723-11,259(12); [1]B.A. + 15; [2]M.A. + 15.
	WASHINGTON DIST. #6 (14,924)	5200 (6) 7150	6 @ 325		5408[1] (9) 8333	5733 (11) 9836	6383 (12) 10,859	6058[2] (11) 10,161		None	P.T.E. max. 10 yrs. 1/2 credit or $100 every 2 yrs. max. 4 yrs.; then $50 every yr.(max. $400 or 8 yrs.);[1]B.A. + 15; [2]M.A. + 15.
ARKANSAS	HELENA-W. HELENA S.D. #2 (6350)	5000 (15) 6125	9 @ 75 6 @ 100			5400 (15) 6675				None	
	HOT SPRINGS (5895)	5150 (12) 5900	3 @ 100 9 @ 50			5450 (14) 6300	5650 (16) 6600			None	
	LITTLE ROCK (22,839)	5200 (12) 6582	5 @ 156 0, 47, 125, 124, 104, 108, 94	5512[1] (12) 7384	5356[2] (12) 6662	5720 (12) 7592	6240 (14) 8424	5980[3] (13) 8008			[1]B.A. + 24; [2]B.A. + 12; [3]M.A. + 15.
CALIFORNIA	LONG BEACH, LOS ANGELES, OAKLAND, SAN DIEGO, SAN FRANCISCO (50)										
	ALAMEDA (11,420)	6060 (4) 7272	4 @ 303		6666[1] (11) 9999	7272 (12) 10,908	8484 (14) 12,726	7878[2] (12) 11,514		H, M-S, M-M, 100%	[1]A.B. + 24; [2]M.A. + 15
	ALHAMBRA (17,500)	6100 (8) 8670	270, 290, 300, 310, 330, 340, 360, 370			6600[1] (9) 9800		7000[2] (10) 10,840	8440[3] (8) 12,000	H, M-S, M-M $120 per yr.	For all: 4 units required to advance from 6th to 7th step same for 9th to 10th. [1]or B.A. + 150 units; [2]M.A. + 175 units; [3]or M.A. + 200 units.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ALVORD (RIVERSIDE) (7166)	5846 (8) 7717	3 @ 234 233, 4 @ 234	6548 (10) 9471	6197[1] (9) 8564	6898 (11) 10,435	7249[2] (13) 11,809			H, 10.42, 10.80	[1]B.A. + 15; [2]B.A. + 60 w/M.A.
ALVORD UNIFIED (8729)	5568 (8) 7350	223,222 223,223 223,222 223,223	6236 (10) 9020	5902[1] (9) 8157	6570[2] (11) 9939	6904[3] (13) 11,247			M-M, 108 per yr.	[1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.
ANAHEIM ELEM. (14,877)	6100 (11) 9125	11 @ 275	6850[1] (11) 9875	6475[2] (11) 9500	6850 (11) 9875				M-M, 4.92 per mo. (50%)	Note: Increments on all schedules @ 275 per yr.; [1]B.A. + 32 or M.A.; [2]B.A. + 16, B.A. + 42 incl. M.A. 8050-10,250(8), B.A. + 56 incl. M.A. 8425-10,625(8).
ANTIOCH (6879)	6000 (10) 9360	2 @ 335 340, 4 @ 335, 340, 2 @ 335	6670 (11) 10,370	6335[1] (11) 10,030	7010[2] (12) 11,040	7680[3] (11) 11,375	9360[4] (7) 11,710		H, 72.00	P.T.E. full credit to step 10; [1]B.A. + 15; [2]M.A. + 35; [3]M.A. + 50; [4]M.A. + 65; L.I. 19th yr. (13 in dist.) $250, 25th yr. (19 in dist.).
ARCADIA (9721)	6150 (10) 8677	215, 223, 231, 239, 247, 256, 265, 274, 284, 293	6699[1] (12) 10,122	6415[2] (11) 9368	7378 (12) 11,148	8792[3] (11) 12,900			H, M-S, M-M, 6.09 per mo.	Add. 400 per yr. for doctorate P.T.E. full credit max. 6 yrs. L.I. $500 16th yr. (merit) continue each yr. thereafter, [1]A.B. + 38; [2]A.B. + 24; [3]A.B. + 75 w/M.A.
BALDWIN PK. UNIFIED (12,493)	6000 (8) 8448	8 @ 306	6642[1] (13) 10,620	6366[2] (8) 8814	6642 (13) 10,620				H, M-S, M-M, 16.33	Note: Proposed changes for longevity; all yrly. incr. @ 306. B.A. + 55 w/M.A. 7008-10,986(13); B.A. + 70 w/M.A. 7284-11,262(13); [1]B.A. + 35; [2]B.A. + 20.
BELLFLOWER UNIFIED (13,486)	6200 (10) 8900	10 @ 270	6500[1] (12) 9980		6900[2] (13) 10,930	7400[3] (14) 11,950	8000[4] (14) 12,550		H, M-S, M-M, $90 (100%)	[1]B.A. + 28; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.; [4]B.A. + 75 w/M.A., P.T.E. full credit max. 5 yrs.
BERKELEY UNIFIED (15,763)	6050 (13) 9300	13 @ 250		6000* (12) 10,200 6750 (12) 10,950	6900[1] (12) 11,700				H, M-S, M-M, A.U.	Note: 7000-12,400(12) @ 450, B.A. + 60, B.A. + 42 w/M.A., M.A. + 12; 7100-13,100(12) @ 500, B.A. + 72, B.A. + 54 w/M.A., M.A. + 24. [1]M.A. or B.A. + 48; *B.A. + 24 and B.A. + 36.
CAJON VALLEY-USD (11,335)	6180 (9) 8498	5 @ 258 4 @ 257 alt.	see M.A.	6458[1] (11) 9517	6747[2] (12) 10,331	7437[3] (13) 12,391*	7086[4] (12) 10,918			P.T.E. 5 yrs. credit (5 steps). Insur. programs under discussion. *Also for earned doctorate +800, [1]B.A. + 18; [2]or B.A. + 36; [3]or B.A. +66; [4]M.A. + 15 or B.A. + 54.
CASTRO VALLEY UNIFIED (9753)	6080[1] (10) 9160	10 @ 308	6570 (12) 10,962	7072[2] (12) 12,160					M-M, 100%	P.T.E. max. 5 yrs. for initial placement, max. of 10 yrs. if teacher is re-employed for second yr. Note: $150 added for M.A., $300 added for doctorate; [1]B.A. or equiv. [2]B.A. + 60

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT (6434)	6000 (9) 9375	9 @ 375	6468 (11) 10,593		6937 (11) 11,062	7406[1] (11) 11,531	7875[2] (11) 12,000		M-M, app. $10.00	[1]B.A. + 50 w/M.A.; [2]B.A. + 60 w/M.A.; add $500 for doctorate P.T.E. full credit max. 5 yrs.
CENTRALIA S.D. (7634)	6100 (8) 8052	8 @ 244		6466[1] (10) 8906	6893 (10) 9423	8052 (11) 11,506	7442[2] (10) 10,582		H, 4.82, M-M, 1.82, L, 38	[1]B.A. + 45 w/M.A.
CHAFFEY U.H.S.D. ONTARIO (9497)	6000 (7) 7680	7 @ 240	6750 (12) 10,206	6360[1] (9) 8736	7170 (12) 10,914	8100 (12) 12,420			H, M-S, M-M, $100 yrly.	L.I. $100, 4 yrs on max., [1]B.A. + 15.
CHINO UNIFIED (7830)	5928 (9) 8089	5 @ 240 1 @ 241 3 @ 240	6580 (11) 9612	B.A. + 15 6254 (9) 8562	6906[1] (11) 10,183		M.A. + 15[2] 7232 (12) 11,432		M-M, $72 per yr.	Note: Long. incr. @ 250, 15, 20, 25, 30 yrs.; [1]also B.A. + 45; [2]also B.A. + 60 w/M.A.
CHULA VISTA CITY (12,761)	6250 (11) 9688	6 @ 313 5 @ 312 alt.	6875[1] (10) 10,625*	B.A. + 15 6563 (12) 10,000*	7188[1] (12) 10,938*				M-M, 91.56 per yr.	*Merit incr. in 17th yr. @ 313; [1]Also B.A. + 45. Note: 7813-11,250* (11) B.A. ‡ 60, or B.A. + 45 w/M.A., 8438-12,188 (12) B.A. + 60 w/M.A.
CLOVIS (7895)	6000 (9) 8745	9 @ 305			6610[1] (10) 9660	7220 (12) 10,880	6915[2] (11) 10,270	7525 (13) 11,490	H, 3.00, M-S, 3.00, M-M, 3.00 (upon request of employee)	[1]or B.A. + 30; [2]M.A. + 15; [3]or M.A. + 45, or B.A. + 75 w/M.A.
COMPTON CITY (16,194)	6100 (11) 9800	7 @ 300 4 @ 400	6700 (12) 10,800	6400[1] (11) 10,100	7200 (12) 11,300	7700 (12) 11,800			M-M, $96.00 per yr.	[1]B.A. + 15.
COMPTON U.H.S.D.	6506 (12) 10,883	364, 4 @ 365, 364, 4 @ 365, 364, 365			6931 (12) 11,309	7782[1] (12) 12,160	7357[2] (12) 11,734			P.G.R. 12 pts. each 3 yrs., P.T.E. full credit max. 4 yrs.. [1]M.A. + 28; [2]M.A. + 14.
COVINA VALLEY U.S.D. (17,932)	6100 (9) 9034	275, 286, 309, 311, 324, 335, 354, 366, 384		B.A. + 20 6588 (9) 9742	7076[1] (10) 10,931		M.A. + 20 7564[2] (11) 12,200		M-M,$80 per yr.	P.T.E. max. 4 yrs. (step 5). [1]also B.A. + 40; [2]also B.A. + 60 w/M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CULVER CITY (7285)	6260 (9) 9390	2 • 350 340, 3 • 350, 340 2 • 350		6730[1] (9) 10,170	7200 (9) 10,960	7670[2] (9) 11,740		8140 (9) 12,520	H, M-S, M-M, 9.75	P.T.E. full credit max. 6 yrs., add. $500 for doctorate; L.I., $250 after 1 yr. on max. (for 10 yrs.); [1]B.A. + 18; [2]B.A. + 54 w/M.A.
CUPERTINO UNION (21,964)	5960 (6) 7160	6 • 200	6860 (8) 9360	A.B. + 15 6360 (7) 8160	7760 (7) 10,560[1]		M.A. + 15 8760[2] (7) 12,160		H, 5.00 per mo.	P.T.E. max. credit 5 yrs.; [1]also B.A. + 45; [2]also B.A. + 60
DOWNEY U.S.D. (19,680)	6050 (9) 9020	9 • 330	6820 (11) 10,450	6435[1] (10) 9735	same as B.A. + 30	7590[2] (12) 11,550	7205[3] (12) 11,165		H, M-M, M-S, 120 per yr. L. 1.20 per yr.	P.T.E. max. 4 yrs.; L.I., $300 • s 18, 23, 28 w prof. growth req.; [1]B.A. + 15; [2]M.A. + 24 or B.A. + 60 w/M.A.; [3]M.A. + 15 or B.A. + 45.
EL MONTE S.D. (9483)	5800 (12) 8200	12 • 200		6300[1] (12) 8700	6800[2] (12) 9260	7300[3] (12) 9820			H, M-S, M-M, L, $60 per yr.	A.I. • s 16, 21, 26 within district; [1]B.A. + 20; [2]B.A. + 40 w/M.A. [3]B.A. + 60 w/M.A.
EL MONTE U.H.S.D. (6390)	6120 (9) 9360	9 • 360		B.A. + 18 6480 (10) 10,080	or B.A. +36 6840 (13) 11,520	7560[1] (13) 12,240	7200[2] (13) 11,880		M-M, 7.82 per.mo.	L.I. s 20 & 25 • 360 ea.; P.T.E. credit max. 5 yrs.; [1]B.A. + 72 w/M.A.; [2]B.A. + 54 w/M.A.
EL RANCHO U.S.D. (14,701)	6050 (10) 8893	284, 284, 285, 284, 284, 285, 284, 284, 285, 284	6691 (11) 9952	6370[1] (10) 9274	7011[2] (11) 10,339	7653[3] (11) 11,113	7332[4] (11) 10,726		H, M-S, M-M, 7.72 per mo. (100%)	A.I. • 500 ea. 15 & 20 yrs.; P.T.E. 4 yrs.; [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.; [4]B.A. + 45 w/M.A.; Also: B.A. + 75 w/M.A. (7973-11,501) 11.
FOLSOM-CORDONA U.S.D. (11,103)	5790 (6) 7610	2 • 280, 2 • 300 1 • 320, 1 • 340	6350 (8) 9090	6070[1] (7) 8310	6650[2] (10) 10,350	7270[3] (11) 11,670	6950[4] (11) 11,230			P.T.E. max. 10 (6th step); [1]B.A. + 15; [2]or B.A. + 45; [3]M.A. + 20 or B.A. + 60 w/M.A., o B.A. + 75 w/M.A.; [4]M.A. + 10 or B.A. + 60. (Units approved on basis of A. or B. average.)
FONTANA (12,279)	6150 (5) 7863	3 • 343 2 • 342 alt.		6574[1] (7) 8972	6999[2] (9) 10,082	7423[3] (11) 11,191	7847[4] (13) 12,300		H, $130 annually	P.T.E. full credit max. 5 yrs.; [1]B.A. + 20; [2]or B.A. + 40; [3]B.A. + 48 w/M.A.; [4]B.A. + 68 w/ M.A.
FREMONT (29,184)	6150 (8) 8830	8 • 335	7090 (10) 10,440	6620[1] (9) 9635	7560[2] (11) 11,245	8700[3] (10) 12,050	9505[4] (9) 12,520		H, M-S, M-M, 8.35-16.70	Add: 250 for M.A., 300 doctorate. [1]A.B. + 15; [2]A.B. + 45; [3]A.B. + 60 [4]A.B. + 75.
FREMONT H.S. (11,000)	6500 (8) 9700	8 • 400	7100 (10) 11,100	7600[1] (9) 12,000	11,000[2] (5) 13,000				H, M-S, M-M, 50%	L.I., $400 • 16, 20, 24, 28 yrs. when evaluated good or superior—for A.B. + 45, + 60, + 75. P.T.E. credit 5 yrs.; [1]A.B. + 60; [2]A.B. + 75.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FRESNO (57,782) (A.D.A.)	6000 (9) 9195	9 @ 355	6710 (10) 10,260	7065[1] (11) 10,970	7420[2] (12) 11,680		7775[3] (12) 12,035	$400 add.	H, M-S, M-M, $9 per mo.	[1]A.B. + 45; [2]A.B. + 60 & M.A.; [3]A.B. + 75 & M.A., also A.B. + 90 & M.A. = $200 additional.
FULLERTON U.H.S.D. (13,205)	6010 (8) 8510	6 @ 300 2 @ 320		6370[1] (10) 9470	6730[2] (12) 10,430	7450[3]* (12) 11,150			H, M-M, M-S, 4.23 per mo.	*Teachers with approved M.A. degree pd. $150. P.T.E. max. 9 yrs.; [1]B.A. + 14; [2]or *B.A. + 28; [3]M.A. + 28 or B.A. + 56, also *B.A. + 42 or M.A. + 14 (7090-10,790) 12, B.A. + 70 w/M.A. (7960-11,660) 12, B.A. + 84 w/M.A. (8320-12,020) 12.
GARDEN GROVE U.S.D. (47,115)	6050 (7) 8168	4 @ 303 3 @ 302 alt	6655 (10) 9922	6353[1] (8) 8773	6958[2] (11) 10,817	7260[3] (13) 12,136			M-M, 7.00 per mo.	P.T.E. 5 yrs. [1]B.A. + 15; [2]B.A. + 48; [3]B.A. + 60 w/M.A.
GLENDALE[1] (33,000)	6150 (10) 8050	240, 240, 250, 270, 270, 280, 290, 310, 310, 440	6720[2] (11) 10,270	6420[3] (10) 9460	7330[4] (12) 11,165		7670[5] (12) 12,170		H, M-M, M-S, 10.35 per mo.	[1]Not including junior college instructors; [2]B.A. + 28; [3]B.A. + 14 and B.A. + 42; 7020 (11) 10730; [4]B.A. + 56 incl. M.A.; [5]B.A. + 70 incl. M.A. Note: $40 per mo. doctorate. P.T.E. 5 yrs.
GLENDORD (9300)	6000 (8) 7920	8 @ 240		6420[1] (9) 9120	6840[2] (10) 10,080	7260[3] (11) 11,220	7800[4] (11) 12,000		M-M, $45	L.I., $300 20 yr. tchr. 15 in Glendora. [1]B.A. + 20; [2]or B.A. + 40; [3]B.A. + 60 w/M.A.; [4]B.A. + 75 w/M.A.
GRANT JOINT U.H.S.D. SACRAMENTO (13,095)	6058 (7) 7986	276, 275, 276, 275, 275, 276, 275	6829 (9) 9308	6444 (8) 8647	7215[1] (10) 10,085	7986[2] (12) 11,440	7601[3] (11) 10,762	8372[4] (13) 12,117	H, 6.50 per mo.	[1]or B.A. + 45; [2]or B.A. + 75 w/M.A.; [3]or B.A. + 60 w/M.A.; [4]B.A. + 90 w/M.A. or M.A. + 45.
GROSSMONT U.H.S.D. (18,171)	6240[1] (13) 10,250	300, 310, 320, 320, 310, 300, 310, 300, 320, 310, 300, 310, 310		6870[2] (13) 11,020		7420[3] (13) 11,730		9400[4] (13) 12,480	H, M-S, M-M, 10.97, D 5.40 per $100 employee contract payroll	P.T.E. credit 4 yrs. max. Max. beg. sal. 5th step. Anniversary incr. pd. after 1st 5 yrs. on step 14, $425. [1]Spec. or prov. cred. & B.A.; [2]Gen. sec. or stand. cred. + B.A.; [3]Gen. sec. or stand. cred. + M.A. [4]Gen. sec. or stand cred. w/M.A. + 60.
HAYWARD (29,762)	6050 (12) 9577	290, 291, 290, 291, 290, 290, 297. 296, 297, 296, 297, 302	6552[1] (12) 10,817	A.B. + 60 7066[2] (12) 12,100					L. $2000; H, M-S, M-M[3]	P.T.E. max. 5 yrs. [1]M.A. degree $150 above placement on schedule; [2]Doctorate 300 above placement on schedule; [3]$3, $6, $9 or full premium accord. hrs. worked per day.
HUDSON S.D. (LA PUENTE) (20,220)	6024 (12) 9504	12 @ 290	6719 (12) 10,199	6370[1] (12) 9850	7067 (12) 10,547	7414 (12) 10,894		7762 (12) 11,242	Basic & M-M, $6 per mo.	[1]B.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. D = disability.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HUNTINGTON BEACH U.H.S.D. (9820)	6010 (6) 8584	6 @ 429	6870 (8) 10,302	6440[1] (7) 9443	7300[2] (9) 11,161	7730[3] (10) 12,020			M-M, 10.07 per mo. H, M-S, 100% a.u.	Note: P.T.E. @ 5 or more yrs. enter at 8155 s6 B.A. scale. A.I. one vert. incr. @ 16, 21, 26, 31. [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.
INGLEWOOD U.S.D. (13,907)	6240 (10) 9283	285, 308, 306, 305, 308, 306, 306, 308, 305, 306	6884 (11) 10,645	6486[1] (11) 9981	6884 (11) 10,645	8955[2] (8) 12,480	7237[3] (11) 11,499		H, M-S, M-M, 8.40 x 1/12 10.08 x 1/10	A.I. 3%, at 15 yrs. [1]B.A. + 15; [2]B.A. + 60 w/M.A.; [3]B.A. + 45 w/M.A.
JEFFERSON ELEM. (9676)	6100 (5) 8000	5 @ 360	7020* (11) 11,080	6560[1] (7) 9180	7480*[2] (11) 11,540		7940*[3] (11) 12,000		H, $10.00	*L.I., $360 every 4 yrs. [1]B.A. + 15; [2]or B.A. + 45; [3]M.A. + 15 or B.A. + 60 w/M.A.
JEFFERSON UNION H.S. (DALY CITY)	6540 (11) 10,825	11 @ 392	7300 (11) 11,612	A.B. + 15 6920 (11) 11,232	7680[1] (11) 11,992	8440 (11) 12,752	8060[2] (11) 12,372		L. $4000, D.I. 100% H, M-S, M-M 100%	Note: 100 added for tenure status all schedules incl. L.I. @s 17, 21, 25, 29, 33, 37, 41. [1]or B.A. + 45; [2]M.A. + 15 or B.A. + 60.
KERN CO. JOINT U.H.S.D. (19,813)	6250 (13) 9878[1]	9 @ 296 4 @ 241	6750 (13) 10,141	7187[2] (13) 11,035	7187 (13) 11,035				M-S, 101 per yr.	Credit for P.T.E. to 6 step (5 yrs. ex.). Note: An incr. of 600 for earned doctorate. [1]11-14 yr. to be excluded in 1970; [2]B.A. + 45; B.A. + 60 w/M.A. 7875-11,723 (13), B.A. + 90 w/M.A. 8652-12,500 (13).
(PACIFICA) LAGUNA-SALADA (8000)	6130 (6) 8320	6 @ 365	6950 (9) 10,325	6540[1] (8) 9500	8120[2] (8) 11,160	9310[3] (7) 12,005	10,490[4]* (5) 12,415	10,900[5]* (5) 12,825	H, 10.50*	*Coverage selected by employee. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75; [5]B.A. + 90; *A masters degree is required to move to this schedule.
LA MESA-SPRING VALLEY S.D. (14,247)	6100 (7) 7442	7 @ 183	6710 (11) 9333	6405[1] (8) 8113	7015[2] (12) 10,248	9699[3] (6) 11,773	8845[4] (7) 10,980		None	P.T.E., 4 yrs. (step 5). [1]B.A. + 15; [2]also B.A. + 45; [3]B.A. + 75 w/M.A.; [4]M.A. + 15 or B.A. + 60. Note: All schedules incl. post maximum incr. of 100 after ea. 4 yr. period.
LANCASTER (7113)	6200 (10) 8550	10 @ 235		6525[1] (10) 9025	6850 (10) 9500	7525 (14) 11,490	7175[2] (10) 9975		H, M-S, M-M, $95 per yr.	P.T.E. full credit max. 3 yrs. [1]B.A. + 15; [2]M.A. + 15.
LA PUENTE (10,263)	6100 (5) 7725	5 @ 325	7110 (11) 10,685	6605[1] (8) 9205	7615 (11) 11,190	8625 (11) 12,200	8120[2] (11) 11,695		M-M, $80 per yr.	P.T.E. full credit max. 6 yrs. [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **A.I.** = anniversary increment.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LAWNDALE (6950)	6010 (9) 3260	9 @ 250	6760 (9) 9370	6385[1] (9) 8815	7135[2] (9) 9925	7510[3] (9) 10,480	7885[4] (9) 11,035		M-M, 100% a.u.	Note: Long @ 15, 20, 25 single incr. [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.; [4]B.A. + 75 w/M.A. P.T.E. credit 5 yrs., also 1 yr. credit for U.S.C. T.A. program.
LODI (11,407)	5600 (11) 9450	11 @ 350	6650[1] (11) 10,500	6300[2] (11) 10,150	7000[3] (11) 10,850	7350[4] (11) 11,200	7700[5] (11) 11,550		H, M-S, M-M, $3 per mo.	L.I., $350, 16 yrs., add 350 for M.A. P.T.E. full credit max. 6 yrs. [1]A.B. + 36; [2]A.B. + 24; [3]A.B. + 48; [4]A.B. + 60; [5]A.B. + 72.
LOMPOC (13,731)	6116 (11) 9504	11 @ 308	6776 (11) 10,164	6446[1] (11) 9834	7106[2] (11) 10,494	7436[3] (11) 10,824	7766[4] (11) 11,154		None	Note: P.T.E. credit 5 yrs. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75.
LYNWOOD (6840)	6100 (12) 9280	12 @ 265	6760 (12) 10,120	6400[1] (12) 9580	7590 (12) 11,130			8165 (12) 12,005	H, M-S, M-M, $10 per mo.	P.T.E. full credit max. 3 yrs. [1]B.A. + 18.
MADERA (7775)	5900 (7) 7951	7 @ 293		6200[1] (8) 8544	6500[2] (10) 9430	7100[3] (14) 11,202	6800[4] (11) 10,023		None	P.T.E. max. step 6. [1]B.A. + 15; [2]or B.A. + 30; [3]M.A. + 24; [4]M.A. + 12.
MAGNOLIA S.D. (ANAHEIM) (6412)	6100 (11) 9197	234, 244, 256, 265, 279, 287, 300, 311, 322, 300, 300	6860* (15) 11,229	6480[1] (13) 10,203	7620[2] (17) 12,641				M-S, 2.00 per mo.	B.A. + 45 (7240-11,935) 16. [1]B.A. + 15; [2]B.A. + 60 w/M.A.
MERCED (6360)	6000 (9) 7800	9 @ 200	6450 (13) 9700	6225[1] (11) 8700	6675 (15) 10,800		7800[2] (12) 11,400		None	P.G.R., 6 s. hrs. ev. 4 yrs. P.T.E. full credit 1st 5 yrs., 1 yrs credit every 5 yrs. (max. 8 yrs.). [1]B.A. + 15; [2]M.A. + 15.
MODESTO (20,692)	6000* (7) 7630	7 @ 255	6550*[1] (11) 9200	6260*[2] (9) 8400	6880[3] (13) 10,010	7515[4] (12) 10,575	8200[5] (11) 11,005	8955[6] (10) 11,505	None	*Long. incr. @ s14. [1]A.B. + 24-36; [2]A.B. + 12-18; [3]A.B. + 36-54; [4]A.B. + 48-72; [5]A.B. + 60-90; [6]A.B. + 72-108; adv. degrees: M.A. $150, Doctor's $420, P.T.E. credit 7 yrs. or 8th s.
MONROVIA (7163)	6000 (7) 8520	7 @ 360	6720[1] (10) 10,320	6360[2] (8) 9240	7080[3] (11) 11,040	7440[4] (12) 11,760		7800[5] (12) 12,120	M-M, 6.00 per mo.	[1]B.A. + 36; [2]B.A. + 18; [3]B.A. + 54 w/M.A.; [4]B.A. + 72 w/M.A.; [5]B.A. + 90 w/M.A.
MONTEBELLO (25,229)	6200 (9) 9270	starts 342 alternates with 340	7083 (11) 10,834	6641[1] (10) 10,051	7524[2] (12) 11,617		7965[3] (13) 12,400		H, M-S, M-M, $9.12 per mo.	[1]B.A. + 15; [2]or B.A. + 45; [3]M.A. + 184 units. P.T.E. credit 3 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MONTEREY (19,040)	5775 (8) 7910	230, 245, 245, 265, 270, 280, 295, 305	6355[1] (10) 9405	6065[2] (9) 8630	6905[3] (10) 10,230	8785[4] (7) 11,555	7495[5] (9) 10,670		None	Also: B.A. + 75 or M.A. + 20 or B.A. + 65 w/M.A. @ (8120-11,110) 8. [1]or voc. class A + 30; [2]B.A. + 15 or V.C.A. + 15; [3]or B.A. + 45 or V.C.A. + 45; [4]or A.B. + 90 w/M.A.; [5]B.A. + 60 or M.A. + 10 or B.A. + 55 w/M.A.
MT. DIABLO (46,382)	6100 (11) 9400	11 @ 300		6700[1] (12) 10,300	7300 (12) 11,200	7900[2] (12) 12,200		11,500 (3) 12,550	H, M-S, M-M, 1/3-2/3 (acord. to plan) 11.07-13.15 health 100 %.	P.T.E. full credit max. 5 yrs. s 6. [1]B.A. + 24; [2]B.A. + 60 w/M.A.
NAPA VALLEY U.S.D. (14,436)	6000 (10) 9000	10 @ 300		6320[1] (11) 9785		6760[2] (12) 10,720	7315[3] (13) 11,800		H, M-S, M-M, fr. 9.64-27.77 inc. prot. 1.50-29.00	A.I. @ $300 s 17, 20, $300 Ed. D. or Ph.D. [1]B.A. + 24; [2]B.A. + 48 or M.A. + 36; [3]B.A. + 72 or M.A. + 60.
NEWPORT-MESA UNIFIED (25,308)	6050 (9) 8836	260, 271, 283, 295, 308, 321, 335, 349, 364	6700[1] (10) 10,406	6375[2] (9) 9393	7025[3] (10) 11,015	7350[4] (11) 12,181			H, M-S, M-M, L. $60 per yr.	P.T.E. max 5 yrs. [1]or M.A.; [2]B.A. + 15; [3]B.A. + 45 w/M.A.; [4]B.A. + 60 w/M.A.
N. SACRAMENTO (5264)	5616 (7) 7391	225, 234, 243, 253, 263, 273, 284	6075 (9) 8647	5841[1] (8) 7994	6318[2] (10) 9353	6571[3] (11) 10,116			H, M-S, M-M, 7.00 ind.	[1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60.
OCEANSIDE-CARLSBAD U.H.S.D. (2850) est.	6200 (11) 10,292	11 @ 372	6944 (11) 11,036	6572[1] (11) 10,664	7316[2] (11) 11,408	7688[3] (11) 11,780		*	M-M, 5.85 per mo.	Note: P.T.E. full credit. Hurdle req. college, in-service, travel 3 S.U. every 3 yrs. @ 10% of base salary (6200) for Ph.D. or Ed.D. add. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; A.I. @ $372 s 15, 20, 25.
ONTARIO-MONTCLAIR (17,018)	6000 (11) 8855	215, 225, 230, 240, 250, 260, 265, 275, 290, 295, 310	6630 (11) 9780	6305[1] (11) 9305	6965[2] (11) 10,280		7320[3] (11) 10,800		H, M-S, M-M, 6.00 per mo.	Note: A.I. @ 200 s 15, 20, 25; [1]B.A. + 15; [2]or B.A. + 45; [3]M.A. + 15 or B.A. + 60.
ORANGE UNIFIED (24,000)	6000 (8) 8400	8 @ 300	6900[1] (10) 9800	6450[2] (9) 9150	7350[3] (11) 10,650	8100[4] (11) 11,400	9150[5] (10) 12,150		H, 3.00 if empl. subsc.	P.T.E. max. 5 yrs. (s 6). [1]or M.A. deg;; [2]B.A. + 15; [3]M.A. + 15 or B.A. + 45; [4]or B.A. + 60 w/M.A.; [5]M.A. + 45 or B.A. + 75 w/M.A.
OXHARD ELEM. (8625)	6010 (11) 9012	225, 234, 243, 252, 261, 271, 281, 292, 303, 314, 326	6720 (11) 10,185	6365[1] (11) 9594	7075[2] (11) 10,779		7430[3] (11) 11,377		H & Prof. services $10.18 per mo.	[1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 incl. M.A. Note: P.T.E. credit 5 yrs. Tchrs. of mentally retarded, add. 400 per yr.
OXHARD H.S. (11,460)	6064 (7) 9078	7 @ 424	6630 (11) 11,437	7120[1] (11) 11,932	7120 (11) 11,932		7630[2] (11) 12,457		M-M, 12.55 per mo.	L.I.: $300 after 15 yrs. + $300 after 18 yrs. + $300 after 21 years service in district. All categories. [1]B.A. + 45; [2]B.A. + 66 incl. M.A.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **inc. prot.** = income protection; **S.U.** = semester units.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PALO ALTO (15,621)	6050 (8) 8775	5 • 340, 345, 2 • 340	6700 (9) 10,335	6365[1] (8) 9285	7000[2] (9) 10,985	7360[3] (10) 12,180	7715[4] (10) 12,540	8090[5] (10) 12,910	H, M-S, M-M, 8.50 per mo.	For all: Add $200 tenure; $200 M.A., $200 Dr. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75; [5]B.A. + 90; P.T.E. 8 yrs.
PALO VERDES PENINSULA UNIFIED (14,901)	6025 (7) 8659	314, 347, 363, 379, 394, 411, 426		6447[1] (8) 9532	6881[2] (10) 10,896	7314[3] (11) 11,814	7744[4] (11) 12,242		M-M, 5.76 per mo.	For all: $300 merit increase • 15, 20 yrs. subject board approval. [1]B.A. + 18; [2]or B.A. + 36 or clear sec. cred.; [3]B.A. + 45 incl. M.A.; [4]B.A. + 60 incl. M.A.; B.A. + 75 incl. M.A.: 8172 (11) 12,667. P.T.E. 5 yrs.
PASADENA UNIFIED (31,408)	6100 (9) 8845	9 • 305	6710[1] (10) 10,370	6405[2] (9) 9150	7015[3] (10) 10,980	7320[4] (10) 11,590	7625[5] (10) 12,200	8009 (10) 12,812	M-M, $60 per yr.	P.T.E. max. 4 yrs. Doctors degree 5% incr. above B.A. + 90 w/M.A. L.I. • 15 yr. calc. • 11th yr. [1]B.A. + 36 or M.A.; [2]B.A. + 18; [3]B.A. + 54 w/M.A.; [4]B.A. + 72 w/M.A.; [5]B.A. + 90 w/M.A.
PITTSBURG UNIFIED (6248)	6200 (7) 8370	7 • 310	6634 (9) 9982	6417[1] (8) 9145	6866[2] (11) 11,284	7203[3] (11) 11,842	7640[4] (11) 12,400		H, M-M, M-S, $10 per mo.	L.I., $337 • 26th yr. Add. $200 M.A. degree. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75.
REDONDO BEACH (9500)	6200 (11) 8860	11 • 260		6432[1] (11) 9347	6864[2] (12) 10,104	7296[3] (13) 10,871	7728[4] (13) 11,368		M-M, all coverage 7.20 per mo.	P.T.E. 5 yrs. [1]B.A. + 18; [2]or B.A. + 36; [3]B.A. + 54 w/M.A.; [4]B.A. + 72 w/M.A.
REDWOOD CITY ELEM. (5) 7720	6070	5 • 330	6770 (10) 10,470	6420[1] (7) 8870	7120[2] (11) 11,410		7470[3] (11) 11,980		H, M-S, 100%	For all: M.A. + $400, Dr. + $400. L.I. $300 after 15 yrs, $300 after 20 yrs. [1]A.B. + 15; [2]A.B. + 45; [3]B.A. + 60.
RICHMOND UNIFIED (48,283)	5664 (12) 8916	276, 264, 276, 2 • 264, 276, 264, 276, 264, 288, 276, 264		5976[1] (12) 9336	6312[2] (12) 9804	6696 (12) 10,308	7104[3] (12) 10,836		H, M-S, 162.96 per yr, 100%	Add. $350 for Doctorate. [1]A.B. +15; [2]M.A. + 15; [3]M.A. + 45.
RIO-LINDA UNION (9672)	5850 (6) 7841	293, 307, 323, 339, 356, 375	6330[1] (9) 9557	6575[2] (9) 9802	6825[3] (9) 10,052	7080[4] (9) 10,307			M-M, 100%	P.T.E. max. 5 yrs. (6090-8885) 8. [1]B.A. + 24; [2]B.A. + 36; [3]B.A. + 48; [4]B.A. + 60.
RIVERSIDE UNIFIED (26,763)	5933 (12) 7594	237, 238, 237, 237, 238, 237, 237, 238, 237, 237, 238, 237	6609 (10) 9161	6271[1] (9) 8460	6948[2] (11) 9950	7624[3] (13) 11,866	7286[4] (12) 10,846		H, M-S, M-M, 8.99 per mo.	Notes: $300 add. Doctorate. *No vertical mvm't beyond s 8, 10, 11, 12, 13 respectively. Interns paid state minimum of $5000. [1]B.A. + 15; [2]or B.A. + 45; [3]or B.A. + 75 w/M.A.; [4]or B.A. + 60 w/M.A.
ROWLAND (11,900)	6150 (8) 8415	255, 265, 275, 290, 300, 310, 325	6715 (11) 10,340	6425[1] (11) 9890	7015[2] (11) 10,800	7330[3] (11) 11,280			H, M-M, M-S, $79 per yr.	P.T.E. credit 5 yrs. Spec. incr. after 3 yrs. or 5 yrs. s (12) = to 4% of prev. s (merit). [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60 w/M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SACRAMENTO (52,631)	5809 (4) 7012	280, 293, 308, 322	6382[1] (7) 8872	6089[2] (5) 7704	6690[3] (11) 11,227	7012[4] (13) 12,930			H, M-S, M-M, 7.96 L., 1.58, dental 1.45	P.T.E. full credit max. 4 yrs. B.A. + B.A. + 12, 5 yrs. B.A. + 24, 7 yrs. M.A. + 24 + M.A. Note: $600 added for earned doctorate. [1]B.A. + 24; [2]B.A. + 12; [3]or B.A. + 42; [4]M.A. + 24 or B.A. + 66 w/M.A.
SALINAS (1688)	5936 (9) 8989	2 @ 339, 1 @ 340 4 @ 339, 1 @ 340 1 @ 339	6614 (10) 10,006	6275[1] (9) 9328	7293[2] (11) 11,024	7971[3] (12) 12,042	7632[4] (11) 11,363	8310[5] (12) 12,381	M-M, single $13.00	Note: prov. cred. $100 less: add sched. B.A. + 45 (6954-10,346) 10. P.T.E. credit to 5 yrs. *300 add. for doctorate. Annual incr. [A]6 S.U. every 4 yrs. [B]4 S.U. every 6 yrs. [1]B.A. + 15; [2]or B.A. + 60; [3]or B.A. + 45; [4]M.A. + 15 or B.A. + 75; [5]M.A. + 45.
SAN BERNADINO CITY UNIFIED (37,753)	6100 (9) 9232	9 @ 345	7064[1] (10) 10,544	6582[2] (9) 9714		8028[3] (12) 12,204	7546[4] (11) 11,374		H, M-M, M-S, 8.20 per mo.	P.T.E. max. 5 yrs. within last 10. A.I. after 13th yr. [1]or M.A.; [2]B.A. + 15; [3]or B.A. + 60 w/M.A. or B.A. + 70; [4]M.A. + 15 or B.A. + 45.
SAN JOSE U.S.D. (9751)	5950 (7) 8540	7 @ 370	6690 (7) 9280	6320[1] (7) 8910	7060[2] (7) 9650	7430[3] (7) 10,020			H, M-S, M-M, 8.50 per mo.	P.T.E. max. 5 yrs. M.A. degree base salary + 1 horizontal incr. *Tenured teachers begin or s 5 of each sched. with equal # of steps & incr. [1]B.A. + 15; [2]B.A. + 5; [3]B.A. + 60.
SAN JUAN UNIFIED (52,492)	5800 (8) 8394	274, 287, 302, 315, 330, 346, 362, 379		6074[1] (9) 9208	6361 (10) 10,103				dental 3.01, H, M-S, M-M, 12.25 full coverage	[1]B.A. + 15. P.T.E. full credit max. 6 yrs.
SAN LEANDRO (10,535)	6000 (9) 8430	9 @ 270	6600 (12) 10,290	6330[1] (11) 9330	6990[2] (12) 11,310		7320[3] (12) 12,000		H, M-S, M-M, 9.93-10.39 per mo.	[1]A.B. + 15; [2]A.B. + 45; [3]M.A. + 15.
SAN LORENZO UNIFIED (11,310)	6060[1] (9) 8490	9 @ 270	6600[2] (10) 9930			6990[3] (12) 12,195			H, 9.00 per mo. L. 18 per $1000 per mo. accidental death av. 6.50 per yr.	[1]or equiv.; [2]also M.A. degree; [3]or B.A. + 60. Add: $120 for M.A. or doctorate, max. of M.A. + 30 for 1 yr. + 15 S.U., or 20th yr. at max.; M.A. + 30. Note: limited to 1 such incr.
SAN MATEO (12,761)	6050 (11) 9390	303, 302, 303, 302, 303, 302, 303, 302, 303, 308, 309	6534 (11) 10,745	6292[1] (11) 10,067					H, $10, M-S, $10, M-M, $10	300 for M.A., 600 for doctorate. [1]B.A. + 15; P.T.E. max. 5 yrs.
SAN MATEO U.H.S.D. (10,917)	6600* (4) 8300	4 @ 425	7450* (9) 11,275	7025*[1] (6) 9575	7875[2] (11) 12,550	8300[3] (11) 12,975	8725[4] (14) 13,400		H, M-M, M-S, 100% a.u.	Note: M.A. Doctorate $400. P.T.E. cred. max. 11 yrs. *L.I. @ 12th yr. 320, 825, 425 respectively. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

CALIFORNIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SANTA ANA UNIFIED (25,000)	6100 (4) 7200	4 @ 275	6675 (4) 8155	6375[1] (4) 7475	6975[2] (4) 8495	7375[3] (4) 9055			M-M, $5 per mo.	P.T.E. 4 yrs. [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.
SANTA BARBARA (16,255)	6050 (9) 8954	302, 303, 302, 303, 302, 303, 363, 363, 363	6776 (11) 10,406	6413[2] (9) 9317		7502[2] (12) 12,100	7139[3] (11) 10,769		H, M-S, M-M, $10.33 per mo.	2% L.I. at year 20 and 25. [1]B.A. + 15; [2]M.A. + 24; [3]M.A. + 15.
SANTA CLARA UNIFIED (23,699)	6000 (6) 8184	342, 343, 350, 458, 348, 343	7155 (8) 10,201	6565[1] (7) 9127	7155[2] (9) 11,175	7155[3] (11) 12,532			H, M-S, M-M, 9.93-14.85 per mo.	Add. $500 for masters & doctorate. P.T.E. full credit 1st 3 yrs, 1/2 credit max. 5 steps, 7 + yrs. s 6. [1]A.B. + 15; [2]A.B. + 45; [3]A.B. + 60.
SANTA MARIA JOINT U.H.S.D. (6500) est.	6300 (7) 8540	7 @ 320	7140 (10) 10,340	6720[1] (9) 9600	7560[2] (11) 11,080	7980[3] (12) 11,820			None	*Partial S.U. area specified. Note: 300 for doctorate. [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A. or M.A. + 15 (in educ.).
SANTA MONICA (24,840)	6130 (9) 8938	9 @ 312	6962[1] (11) 10,394	6546[2] (10) 9666	7378[3] (12) 11,122	8210[4] (13) 12,266	9042[5] (13) 13,098	9497 (13) 13,553	H, $124 per yr.	P.T.E. max. 5 yrs. [1]B.A. + 28; [2]B.A. + 14; [3]or B.A. + 42; [4]M.A. + 28; [5]M.A. + 56.
SANTA ROSA (3474)	6270 (6) 8160	6 @ 315	7005[1] (10) 10,155	6620[2] (8) 9140	7380 (12) 11,160	8055[3] (13) 12,150			H, M-S, M-M, 12.34 L. .34	L.I. 19, 24 yrs. (8 units within 5 yrs.) P.T.E. full credit max. 5 yrs. [1]A.B. + 40; [2]A.B. + 20; [3]A.B. + 70 w/M.A.
SEQUOIA U.H.S.D. (12,891)	5925 (11) 10,325	11 @ 400	6975 (11) 11,375	7395* (11) 11,935	7500[1] (11) 12,040	7815* (11) 12,490	8025 (11) 12,700	8235 (11) 13,045	M-M, 23.60 per mo.	P.T.E. credit 7 yrs. *To be disc. after 67-68 sch. yr. B.A. + 12, B.A. + 54 & B.A. + 66. [1]B.A. + 45, A.B. + 75 (8550-13,360) 11.
SIMI VALLEY U.S.D. (16,110)	6100 (7) 8025	7 @ 275	6741 (9) 9486	6405[1] (8) 8725	7107[2] (11) 10,803	7504[3] (13) 12,261			M-M, 6.00 per mo.	P.T.E. credit 4 yrs. [1]B.A. + 15; [2]or B.A. + 45; [3]B.A. + 60 w/M.A.
SOUTH BAY UNION HIGH (HERMOSA BEACH) (6955)	6145 (12) 10,699	12 @ 377	6631 (12) 11,155		7117 (12) 11,641	8089[1] (12) 12,613	7603 (12) 12,127		H, M-S, M-M, 11.12 L., .80, dental 4.75	Notes: Earned doctorate @ $400 add. per yr. voc cred. equiv. to B.A. life voc. cred. equiv. to M.A. [1]M.A. + 48; [2]M.A. + 24.
SOUTH SAN FRANCISCO UNIFIED (11,800) est.	6200 (7) 8685	7 @ 355	7120 (9) 10,315	6660[1] (9) 9855	7980[2] (10) 11,530	8900[3] (11) 12,805	8440[4] (11) 12,345		L. $5000, M-M, 15 per mo.	P.T.E. credit max. s 4. Note: incre. qual. 6 S.U. ea. 3 yrs. & 6 S.U. ea. 5 yrs. w/M.A. Long. @ 175, 275, 375 @ 4, 9, 14 beyond max. (resnectively) [1]B.A. + 15; [2]or B.A. + 45 w/M.A.; [3]or B.A. + 75 w/M.A. [4]M.A. + 15 or B.A. + 60 w/M.A. add. sched. B.A. + 45 (7580-11,130) 10, B.A. + 60 (8040-11,945) 11, B.A. + 75 (8500-12,405) 11.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CALIFORNIA	STOCKTON UN. S.D. (31,940)	6075 (11) 8748	11 @ 243	6683 (11) 10,024	6348[1] (11) 9356	7017[2] (11) 10,692	7412[3] (11) 11,421	7806[4] (11) 12,150		H, M-S, M-M, 121.20	L.I. @ 200, 20 yrs. SVC @ 4 S.U. in 5 yr. preceeding period. Note: 12,350-12,550 = Highest salary with M.A. doctorate. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75 w/M.A.
	SUNNYVALE S.D. (10,301)	6000 (8) 8760	8 @ 345	6960 (10) 10,410	6480*[1] (9) 9585		7440*[2] (11) 11,235	7920[3] (11) 11,715	8700[4] (11) 12,495	H, M-S, M-M, 50% of prem.	*300 for M.A. [1]B.A. + 15; [2]B.A. + 45; [3]B.A. + 60; [4]B.A. + 75 w/M.A.
	TORRANCE (35,850)	6200 (9) 8693	8 @ 277	6890[1] (11) 10,218	6545[2] (10) 9465	7304[3] (12) 11,216	7718[4] (13) 12,203			H, M-M, M-S, $100 per yr.	[1]or M.A.; [2]B.A. + 15; [3]M.A. + 18 or B.A. + 51; [4]M.A. + 36 or B.A. + 72 w/M.A.
	VENTURA (16,653)	6100 (8) 8684	8 @ 323	6909 (10) 10,139	6503[1] (9) 9410	same as B.A. + 30	7730[2] (12) 11,606	7318[3] (11) 10,871	8145[4] (13) 12,344	H, M-S, M-M, 10.56 per mo.	L.I. @ 100, 200, 300, s 15, 20, 25. P.T.E. max. 5 yrs. [1]B.A. + 15; [2]B.A. + 45 w/M.A.; [3]B.A. + 60 w/M.A.; [4]B.A. + 75 w/M.A.
	VISTA UNIFIED (7808)	6514 (10) 9664	5 @ 315 5 @ 316 alt.	7232 (12) 11,012	6854[1] (11) 10,319	8089 (11) 11,869				H, M-M, M-S, $123.00 per yr.	P.T.E. max. 3 yrs. s 4. B.A. + 45 (7661-11,441) 12. [1]B.A. + 15
	W. COVINA (13,850)	6050 (11) 9608	194, 238, 347, 348, 3 @ 347, 348, 346, 2 @ 348	6482 (11) 10,957	6244 (11) 9955	6829 (11) 11,523	7177 (11) 12,012			H, M-S, M-M, 60 per yr.	P.T.E. full credit max. 5 yrs.
	WHITTIER CITY (6068)	6000 (10) 8670	225, 233, 243, 251, 261, 270, 281, 291, 302, 313	6552 (12) 10,191	6270[1] (10) 9060	6847*[2] (12) 10,650		7155*[3] (12) 11,129		H, M-S, M-M, 73.30 per yr.	*L.I. @ s 14 & 19 only in these classifications. P.T.E. max 4 yr. [1]B.A. + 15; [2]or B.A. + 45; [3]or B.A. + 60 w/M.A.
	WHITTIER U.H.S.D. (13,469)	6200 (8) 8600	8 @ 300	6650[1] (9) 9350	6450[2] (8) 8850	7000[3] (10) 10,000	7550[4] (14) 11,750	8100[5] (14) 12,300		H, 6.61 per mo. M-M, 1.42 per mo.	Note: L.I., $300 @ 20 + 25 s M.A. lanes. [1]Stand. cred. or gen. sec. [2]B.A. + 15;+ stand. or spec. cred. [3]B.A. + 36 + S.C. or G.S.; [4]M.A. + S.C. or G.S.; [5]S.C. or G.S., M.A. + 24 or B.A. + 60 w/M.A.
COLORADO	DENVER (50)										
	ADAMS-ARAPAHOE S.D. 28J (17,148)	5400 (10) 8424	2 @ 216, 8 @ 324	5643 (11) 8991		5886 (12) 9558	6129 (13) 10,125			L., 50%	P.T.E. 2.5% per yr. max. 5.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **50** = listing of 50 largest cities.

COLORADO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ADAMS CO. DIST. 1 (6250)	5500 (12) 8975	2 @ 100, 350, 3 @ 300, 3 @ 325, 3 @ 350	5600 (12) 9275		5700 (12) 10,025	8150 (6) 10,375			Choice of 3 plans. $6.80 per mo. on one.	
ADAMS CO. DIST. 14 (8450)	5400 (8) 7400	150, 150, 350, 250, 250, 250, 300, 300	5600 (10) 8200	5500[1] (9) 7800	5900 (11) 8800	6100 (13) 9600	6000[2] (12) 9200			[1]B.A. + 15; B.A. + 45: 5700 (11) 8600; [2]M.A. + 15; M.A. + 45: 6200 (14) 10,000.
ARAPAHOE CO. DIST. 6 (14,003)	5200 (16)[1] 9360	234, 234, 322, 312, 312, 312, 260, 260, 312, 340, 260, 322, 260, 260		5408[2] (16)[1] 9568	5720 (16)[1] 10,608	5720 (16)[1] 11,232	5720[3] (16)[1] 10,712	5720 (16)[1] 11,856	H, M-S, M-M, 100%; L. 50%; Income protection 100%	[1]There are 14 additional half steps used to place new teachers with prior experience. Takes 27 steps for 16 increments. No increase steps 13-16, 17-20, 21-24, 25-27. [2]B.A. + 20; [3]M.A. + 15; M.A. + 45: 5720 (16)[1] 11336; M.A. + 60: 5720 (16)[1] 11,440.
BOULDER VALLEY S.D. RE #2 (15,800)	5400 (7) 7992	2 @ 324, 2 @ 540 1 @ 432, 2 @ 216	5724[1] (11) 9180	5508[2] (8) 8316	5836 (12) 9666	6156[3] (15) 10,638	5940[4] (13) 9990	6264 (15) 11,178	None	P.T.E. 5 yrs. [1]B.A. + 36; [2]B.A. + 12; [3]M.A. + 36; [4]M.A. + 12. Also: B.A. + 24 (5616-8802) 10, M.A. + 24 (6048-10,314) 14.
DURANGO DIST. 9-R (3600)	5040 (13) 7762	202, 252, 201, 4 @ 252, 202, 201, 202, 151, 151, 152	5594 (11) 7862	5292[1] (12) 7812	5342 (15) 8870	5946 (13) 8970	5644[2] (14) 8920			For all: L.I., $100 per year starting with 21st; max. 5 yrs. $500. [1]B.A. + 15; B.A. + 45: 5845 (10) 7912; [2]M.A. + 15; M.A. + 45: 6299 (12) 9020; M.A. + 60: 6651 (11) 9070.
EL PASO CO. S.D. #11 (28,129)	5500 (8) 7610	8* @ 260		5746[1] (10) 8346	5962 (13) 9342	6394[2] (15) 10,294	6178[3] (14) 9818	6826 (17) 11,246	H, Ind. cov. 6.64, M-S, fam. cov. 12.30, L. 50%	P.T.E. max 6 yr. ($780) 1/2 step per yr. [1]B.A. + 16; [2]M.A. + 32; [3]M.A. + 16. Note: M.A. + 48 (6610-10,770) 16.
ENGLEWOOD	5400 (10) 7830	10 @ 243		5643[1] (11) 8316	5940 (12) 9180	7020 (10) 9720	7290[2] (11) 10,260	7560 (12) 10,800	None	[1]B.A. + 24; [2]M.A. + 60.
GREELEY (9049)	5400 (10) 7776	2 @ 162, 2 @ 216, 6 @ 270			5616 (13) 9396	6804 (10) 9936	6912[1] (10) 10,098	7236 (10) 10,476	L. 43%	P.T.E. max. 6 yrs. *Schedule in effect as of Jan. 1968. [1]M.A. + 45.
JEFFERSON COUNTY (54,202)	5500 (6) 6820	2 @ 110, 4 @ 275		5665[1] (7) 7260	5830[2] (7) 7755	5995[3] (7) 8140	6160 (7) 8525		M-M, 1.09 per mo. L. .03 per mo.	P.T.E. full credit max. 5 yrs. L.I. one incr. 20th yr. (15 in district) $500 for earned doctorate. [1]B.A. + 20; [2]or B.A. + 40; [3]B.A. + 60 w/M.A.; [4]B.A. + 75 w/M.A.
MESA CO. VALLEY S.D. 51 (12,252)	5000 (12) 7400	12 @ 200			5400 (15) 8400				L. 2.00 for 1st $2000	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
COLORADO	POUDRE S.D. R-1 (10,231)	5400 (12) 7900	2 • 175, 1 • 375, 1 • 175, 1 • 275 3 • 175, 4 • 200			5700 (13) 8500	6000[1] (15) 9400	5800[2] (14) 8900	7025 (13) 10,000	L. 50%	*Upon tenure (3 yrs.) $200 added (after 5 yrs. 100 is added) to normal incr.). [1]M.A. + 45; [2]M.A. + 21.
	PUEBLO DIST. #60 (25,986)	5400 (13) 8993	216, 225, 234, 243, 253, 263, 273, 284, 296, 307, 320, 333, 346			5500 (14) 9963				L. 100%, H. 10 per empl.	Note: 12 semester hrs. prerequisite to advance from s 4 (both scales; an add. 12 before adv. from 7 (B.A.) 8 (M.A.).
	ST. VRAIN VALLEY #RE-13 (8185)	5300 (11) 7897	2 • 265, 530, 265, 3 • 212, 4• 159	5512 (12) 8268		5724 (14) 8798	5936 (16) 9328		6572 (19) 10,441		
CONNECTICUT	BRIDGEPORT (23,000)	5850 (12) 8625	6 • 200, 5 • 250, 325			6250 (14) 10,000	6550[1] (14) 10,450				[1]M.A. + 1 yr.
	CHESHIRE (4300)	5000 (12) 9150	150, 400, 4 • 250, 5 • 260, 200			6600 (12) 10,000	7100 (12) 10,500			H. 5.35 per mo., M-S, 1.20 per mo., M-M, 1.69 per mo.	
	DANBURY (8810)	6000 (12) 9480	2 • 240, 10 • 300	6480 (14) 10,560		6960 (14) 11,040	7440 (14) 11,520			H. 67.20 yr. M-S, 14.40 M-M, 26.80	L.I., 2• 300 ea. s 20 & 25.
	ENFIELD (10,241)	5600 (11) 9010	11 • 310	6100 (11) 9620		6700 (11) 10,220				H. 9.62, M-S, 4.27, M-M-L, (comb.) .81 per mo.	*Spec. ed. tchrs. receive $500 differential. P.T.E. max. 9 yrs.
	GREENWICH (10,325)	6200 (11) 10,100	250, 2 • 620, 7 • 310, 240			6760 (13) 11,410	8930[1] (11) 12,340		9548 (12) 13,268	H. & M-S, 3.26 per mo. M-M, .53 per mo., L., .50 per mo.	[1]M.A. + 1 yr. L.I. $400 • 20 yrs.
	GROTON (9137)	5750 (12) 9230	2 • 250, 1 • 350, 3 • 280, 4 • 290, 2 • 315	6050 (12) 9530		6200 (12) 9860	6500 (12) 10,160	6800[1] (12) 10,460			L.I., • $100 20 + 25 yrs. [1]M.A. + 60.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

CONNECTICUT

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HAMDEN (9065)	5700 (13) 9500	2 • 250, 11 • 300	6100 (13) 9900		6200 (13) 10,000	6600 (13) 10,400		7100 (13) 10,900	H, M-S, M-M, 100% L., 60%, wkly. D, 15%	P.T.E. full credit.
HARTFORD (AFT) (27,100)	6000 (12) 9800	12 • 285			6450 (13) 10,850	6950[1] (13) 11,300			H, M-S $81 per yr. M-M $18, L., 50%	L.I., $115 • 14-18, $230 • 19-22, $345 • 23 +. [1]M.A. +.
MANCHESTER	5750 (12) 9300	200, 250, 200, 9 • 300			6300 (12) 9850	6900 (12) 10,450		7650 (12) 11,200	H, full, M-S, 2/3, M-M, full, L, $1000, acc. death or dismemb. $1000	L.I., $150 • 18 yrs.; $250 • 23 yrs.; $200 • 28 yrs.
MERIDEN (10,364)	5900 (12) 8900	4 • 200, 8 • 300			6300 (13) 9600	6700[1] (13) 10,100			H, 3.72 per mo., M-S, 1.44 per mo., M-M, .87 per mo., L, under 50%	[1]M.A. + 1 yr.
MIDDLETOWN (5864)	6000 (13) 9400	3 • 200, 2 • 250, 8 • 300							H, 3.10, M-S, 1.20, M-M, 3.00, L, $5000	*Add. $300 5th yr. M.A. & 6th yr. Ph.D.
MILFORD (11,904)	5600 (12) 9150	2 • 250, 9 • 300, 350			6000 (12) 9750	6400[1] (12) 10,250			H, M-S, 100% indiv. L, 30%	[1]M.A. + 1 yr.
NEW BRITAIN (AFT) (14,000)	5500 (12) 9100	12 • 300			5900 (12) 9900	6400 (12) 10,500		7000 (12) 11,200	H, M-S, M-M, L, 100%	
NEW HAVEN (AFT) (21,195)	5600 (16) 9500	2 • 200, 250, 11 • 275, 11• 125, 1 • 100			6200 (16) 10,400	6500 (16) 10,700		6900 (16) 11,100	H, M-M, M-S, 100%*	*Women with spouses (unless head of household) must pay additional prem.
NORWALK (15,000)	6030 (12) 9648	6 • 302, 6 • 301 alt.			6633 (14) 10,854	7236 (16) 12,060		7839 (18) 13,266		L.I., 2% of max. step after 30 yrs. (15 must have been district).
SOUTHINGTON (7238)	5700 (13) 9000	7 • 250, 1 • 300, 5 • 250			6150 (13) 9700	6600 (14) 10,450			H, 5.35 per mo. (full cov.), M-S, 2.00 per mo. (full cov.)	*Ph.D., $450 more than 6th yr. L.I., B.A. tchrs. $200 with over 25 yrs. (20 in district). P.T.E. max. 11 yrs.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **D** = disability

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CONNECTICUT	STRATFORD P.S. (9484)	5850 (12) 9000	250, 200, 7 @ 250, 2 @ 300, 1 @ 350			6150 (13) 9800	6400 (13) 10,350			L, $3000 policy .39 per mo., H, 12.80, M-S, 6.55, M-M, 2.50	P.T.E., full credit for last 8 yrs. 1/2 credit for tchg. previous to 8 yrs.
	WALLINGFORD (8570)	5750 (12) 9240	2 @ 170, 2 @ 280, 1 @ 300, 1 @ 280, 2 @ 330, 1 @ 360, 3 @ 330			6170 (12) 9820	6480 (12) 10,240		6890 (12) 10,820	L, 38.40, H, 44.40 for ind., 104, .40 fam., M-S, 14.40 ind., 49.20 fam., M-M, 23.88 ind., 59.76 fam.	
	WATERBURY	5600 (11) 9300	10 @ 330, 1 @ 400	6100[1] (11) 10,100	5850[2] (11) 9700		6300[3] (11) 10,800	6200[4] (11) 10,450	6600 (11) 11,000	L, $2000, H, M-M, M-S, 100%	L.I., 15 yr. @ 100, 20 yr. @ 200, 25 yrs. @ 300, 30 yrs. @ 400. [1]or M.S.; [2]B.A. + 15; [3]or B.A. + 60; [4]M.A. + 15 or B.A. + 45.
	WEST HARTFORD	6000 (10) 8900	200, 250, 7 @ 300, 350	6300[1] (10) 9200	6150[2] (10) 9050	6500 (15) 10,600	7000 (15) 11,100	6800[3] (15) 10,900	8300 (12) 11,600	H, M-S, M-M, L, a.u.	[1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 20.
	WEST HAVEN (8841)	5700 (13) 9350	4 @ 250, 2 @ 275, 7 @ 300			6150 (12) 9800	6650 (12) 10,300			H, M-S, M-M, 100%, L, $1000, 100%	Add. $700, earned doctorate.
	WINDHAM (3755 K-12)	5650 (12) 8940	9 @ 270, 1 @ 280, 2 @ 290	6150 (13) 9800	5850[1] (12) 9140	6150 (13) 9800	6650[2] (13) 10,230	6350[3] (13) 10,000	7150 (13) 10,930	M-S, $42 per yr.	[1]B.A. + 15; [2]M.A. + 1 yr.; [3]M.A. + 15.
DELAWARE	NEWARK SPECIAL SCHOOL DIST.	5600 (17) 9050	4 @ 300, 6 @ 250 1 @ 150, 6 @ 100	6200 (18) 9850		6500 (18) 10,500	6900 (18) 11,000			H, 4.24, M-S, 1.80	Note: Doctors' degree $400 more than M.A. + 30 scale. P.T.E. max. 10.
	WILMINGTON (15,789)	5800 (15) 9019		6350 (15) 9877		6612 (15) 10,283	7163 (15) 11,136		7714 (15) 11,994	H, M-S, 6.94	
D.C.	WASHINGTON, D.C. (50)										

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **50** = listing of 50 largest cities.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FLORIDA	MIAMI, TAMPA (50)										
	OKALOOSA (20,182)	5000 (10) 7000	10 @ 200			5500 (12) 7900			6500 (15) 9500	None	*Merit rating add. $100.
	ST. JOHNS CO.	5300 (10) 6900	10 @ 160			5830 (10) 7430			6360 (10) 7960		P.T.E., 5 yrs.
	SANTA ROSA CO. (7765)	5000 (12) 7700	12 @ 200			5450 (12) 8150			5900 (12) 8600	H, 2.00 per mo., M-M, 2.00 per mo., M-S, 2.00 per mo.	P.T.E., 5 yrs.
	SARASOTA (16,311)	5000 (9) 7100	2 @ 100, 500, 2 @ 150, 500, 3 @ 200		5250[1] (11) 7750	5500 (13) 8850	5700 (13) 9050		6000 (13) 9350	None	P.T.E., full credit max. 8 yrs. [1]B.A. + 15.
	SEMINOLE CO. (16,000)	5250 (10) 6300	10 @ 105			5722 (10) 6772			6352 (10) 7402	H, M-S, M-M, $20 per yr.	P.T.E., full credit; L.I., 20, 25 yrs.
	ALACHUA (21,370)	5100 (10) 6120	10 @ 102	5610 (10) 6630		6222 (10) 7242				None	P.T.E., full credit max. 10 yrs.
	ESCAMBIA CO. (PENSACOLA) (45,859)	5100 (12) 7400	12 @ 150			5450 (12) 7850			5900 (12) 8300		P.T.E. max. 10 yrs.
GEORGIA	ATLANTA (50)										
	BIBB CO. (MACON) (35,270)	5600 (14) 7741	159, 184, 165, 147, 72, 147, 73, 128, 72, 210, 197, 244, 197, 146			6056 (18) 9060	7570 (15) 10,085		8325 (13) 10,664	None	Tchr. new to district receives state salary + $800 (all schedules so based).
	BURKE CO. (4968)	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72; 110, 72; 119, 72; 73							None	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps. **50** = listing of 50 largest cities.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
GEORGIA	CHATHAM CO. (SAVANNAH) (40,759)	5600 (14) 6993	2 @ 0, 158, 247, 72, 47, 73, 128, 72, 110, 72, 369, 72, 73			5706 (14) 7992	7020 (12) 9017	7525[1] (9) 8846		None	[1]M.A. + 60.
	CLAYTON CO. (2200)	4800 (14) 6300	159, 184, 165, 147, 72, 147, 73, 128, 72, 110, 72, 119, 72, 80	5256 (14) 7200		6770 (14) 8260	7525 (9) 8740				
	MARIETTA 7th S.D. (COBB CO.) (28,996)	5520 (14) 7351	182, 212, 190, 169, 83, 169, 84, 147, 83, 126, 83, 137, 2 @ 83			6044.40 (14) 8328.36	7785.48 (11) 9507	8653.80[1] (9) 10,172.88		5.50 per mo. comb.	[1]M.A. + 60
	DEKALB CO.	6024 (14) 9228	117, 175, 117, 174, 466, 117, 174, 350, 5 @ 233			6316 (19) 10,684	7830 (17) 11,907		8412 (17) 13,013	L., $1500, H, $20 per day to 90 days M-S $300, accidental death, $1000, M-M, 3.63 per mo.	*Professional improvement req. on step 4, 7, 9. P.T.E., 1/2 credit.
	FLOYD CO. (ROME) (8490) A.D.A.	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72, 72, 73, 110, 72, 119			5256 (14) 7242	6770 (11) 8267	7525[1] (9) 8846		None	County supplement on each scale @ $425, $450 (3 yrs.), 475 (6 yrs.), $500 (9 yrs.), Tchrs. with 5 or 6 yr. certificate also receive $50 regardless of experience. [1]M.A. + 60.
	GWINNETT CO. (LAWRENCEVILLE) (12,490)	4800 (14) 6393	242, 218, 198, 189, 87, 171, 87, 161, 87, 124, 87, 124, 87, 124			5256 (14) 7242	6770 (11) 8267	7525[1] (9) 8846		H, M-S, M-M, L, group ins. 6.00 per mo.	*County supplement of $600. [1]M.A. + 60.
	RICHMOND CO.	5150 (22) 7543	209, 234, 190, 172, 97, 172, 98, 153, 97, 135, 97, 169, 122, 123, 5 @ 50, 3 @ 25			5606 (22) 8392	7245 (19) 9417		8050 (17) 9996	None	P.T.E., 1/2 credit max. 5 yrs.
HAWAII	STATE SCALE & HONOLULU (50)										
IDAHO	BOISE (23,000)	5400 (13) 7200	3 @ 200, 10 @ 120		5520[1] (13) 7320	5800 (15) 7840		5920 (15) 7960	6200 (16) 8480	None	P.T.E., max. 6 yrs. or (3rd step of salary scale). [1]B.A. + 16.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
IDAHO	IDAHO FALLS (10,297)	5000 (13) 6950	13 • 150			5500 (15) 7750				H, M-S, M-M, $92 per yr.	[1]or 30 + B.A.
	POCATELLO S.D. #25 (12,294)	5180 (11) 6320	104, 103, 102, 105, 2 • 104, 103, 104, 103, 2 • 104	5491 (11) 6915		5698 (11) 7408				H, M-S, 100%	P.T.E., full credit.
ILLINOIS	CHICAGO (50)										
	ARLINGTON HTS. (8930)	5700 (15) 9120	230, 225, 345, 340, 340, 345, 225, 230, 230, 225, 230, 115, 110, 115, 115	6040 (15) 9805	5930[1] (15) 9575 5815[2] (15) 9350	6155 (15) 9920	6610 (15) 10,375	6385[3] (15) 10,145 6500[4] (15) 10,260		H, M-S, 100%, A.U., M-M, (to be resolved)	P.T.E., max. 7 yrs. [1]B.A. + 16, [2]B.A. + 8; [3]M.A. + 16; [4]M.A. + 24, (M.A. + 8; 6270-10,030) 15.
	AURORA EAST #131 (8479)	6000 (10) 8220		6480[1] (14) 9588	6240[2] (12) 8904 6360[3] (13) 9246	6600 (14) 10,548	7080[4] (14) 11,169	6840[5] (14) 10,788 6960[6] (14) 10,908	7560 (15) 11,649	M-M, 1.89 per mo.	L.I., $100 every 5 yrs. after 15 yrs. merit rating, P.G.R. [1]B.A. + 32; [2]B.A. + 16; [3]B.A. + 24; [4]M.A. + 32; [5]M.A. + 16; [6]M.A. + 24.
	BELLEVILLE TWP. H.S. (4200)	6300 (12) 9500	100, 300, 200, 2 • 300, 200, 6 • 300		6400[1] (12) 9700	6800 (12) 10,100	7000 (12) 10,500	6900[2] (12) 10,300	7800 (12) 11,300	H, M-S, M-M, 100% + L, ($2000 term) 100%	[1]B.A. + 16; [2]M.A. + 15.
	BLOOMINGTON (6580)	5800 (16) 8187	2 • 165, 330, 3 • 165, 3 • 154, 132, 121, 3 • 110, 55, 132	6185[1] (16) 8739	5910[2] (16) 8345	6350 (16) 8976	7450[3] (16) 10,553	7175[4] (16) 10,159	7725 (16) 10,947		[1]B.A. + 24; [2]B.A. + 8; B.A. + 16: 6020 (16) 8502; [3]M.A. + 32; [4]M.A. + 16.
	CAHOKIA DIST. 187 (7661)	6000 (13) 8600	13 • 200		6200[1] (13) 8900	6500 (13) 9300	6800[2] (13) 9750	6650[3] (13) 9500		H, M-S, M-M, 80%	L.I., $200 after 14 yrs. [1]B.A. + 16; [2]M.A. + 32; [3]M.A. + 16

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps. 50 = listing of 50 largest cities.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CHAMPAIGN	5750 (11) 8740	175, 170, 23, 290, 285, 290, 285, 290, 285, 2 • 345	6325 (12) 9660	6095[1] (12) 9430	6440 (12) 9775	7130 (13) 10,810	7475[2] (13) 11,155	8165 (13) 11,845		P.T.E., full credit max. 5 yrs. 1/2 credit to max. 10 yrs. [1]A.B. + 15; [2]M.A. + 45.
COLLINSVILLE	5700 (11) 8298	11 • 228		5956[1] (11) 8574	6213 (11) 8952					[1]A.B. + 16.
DANVILLE (10,412)	5700 (12) 8436	12 • 228	5928 (13) 8892		6156 (14) 9348	6384 (15) 9804	6612[1] (16) 10,260			[1]M.S. + 2 yrs.
DECATUR (20,005)	5600 (11) 8680	11 • 280		5880[1] (11) 8960	6160 (11) 9240	7840[2] (7) 9800	7000[3] (9) 9520 8680[4] (5) 10,080	9520 (3) 10,360		P.T.E., max. 6 yrs. L.I., $270 • 24 yrs. [1]B.A. + 16; [2]M.A. + 36; [3]M.A. + 16; [4]M.A. + 48.
DOWNERS GROVE #58 (4863)	5900 (14) 7670	120, 115, 120, 115, 240, 115, 120, 115, 2 • 120, 115, 120, 115, 120	6195[1] (17) 9205	6020[2] (15) 8025 6075[3] (16) 8675	6370 (19) 10,325	6905 (19) 10,975	6665[4] (19) 10,620		H, M-S, M-M, L, 100% A.U.	P.G.R. [1]B.A. + 24; [2]B.A. + 8; [3]B.A. + 16; [4]M.A. + 16.
DOWNERS GROVE #99 (3343)	6000 (14) 8160	2 • 240, 360, 240, 10 • 120	6360[1] (17) 8080	6120[2] (15) 8400 6240[3] (16) 8640	6480 (18) 10,500	6960[4] (20) 11,400	7200[5] (21) 12,360		H, M-M, M-S, L, 100% A.U.	[1]B.A. + 24; [2]B.A. + 8; [3]B.A. + 16; [4]M.A. + 32; [5]M.A. + 60.
EAST CHICAGO HEIGHTS DIST. 169 (1792)	5800 (16) 9800	15 • 250	6050 (16) 10,050	5925[1] (16) 9925	6175 (16) 10,175	6425 (16) 10,425	6300[2] (16) 10,300			L.I., $250 after 20 yrs. all categories. [1]B.A. + 15; [2]M.A. + 15.
EAST ST. LOUIS S.D. #185 (22,300)	6250 (10) 8750	238, 2 • 239, 238, 348, 238, 2 • 239, 280, 100		6450[1] (10) 9050	6950 (10) 9450	7650 (10) 10,500	7150[2] (10) 9750		H, M-S, M-M, 100%, L, $2500 pol. -5000 • $36 per yr.	Note: $50 per semester (perfect attendance bonus). [1]B.A. + 16; [2]M.A. + 16.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ELGIN (18,400)	6000 (12) 8736	11 • 228	6360[1] (14) 9804	6120[2] (13) 9162	6480 (15) 10,440	6840[3] (16) 11,352	6800[4] (15) 10,650	7560 (17) 12,438		[1]B.A. + 24; [2]B.A. + 8; B.A. + 16: 6240 (12) 9360; [3]M.A. + 24; [4]M.A. + 8; M.A. + 16: 6720 (16) 11,126.
ELMHURST (6450)	5900 (16) 8909	2 • 118, 3 • 295, 2 • 236, 6 • 177, 3 • 118		6077[1] (16) 9086	6313 (16) 9853	6667 (16) 10,207	6490[2] (16) 10,030			L.I., 100-300 merit at maximum. [1]B.A. + 15; [2]M.A. + 15.
EVANSTON (10,217)	6000 (11) 8400	3 • 120, 180, 240, 2 • 300, 440, 300, 240, 120	6600 (13) 9960		7080 (15) 10,980	7800 (15) 11,940		9360 (14) 13,260	H, 3.98 sing. or fam. M-S 1.36 sing. or fam.	
FREEPORT (6971)	5700 (13) 8095	170, 230, 2 • 285, 225, 230, 2 • 170, 175, 110, 3 • 115		5870[1] (13) 8380	6325 (15) 9460	6895 (15) 10,030	6440[2] (15) 9575	7125[3] (15) 10,260		[1]B.A. + 15; [2]M.A. + 6; M.A. + 12: 6555 (14) 9690; M.A. + 18: 6670 (14) 9805; M.A. + 24: 6785 (14) 9920; M.A. + 36: 7010 (14) 10,145; [3]M.A. + 42.
GALESBURG (7800)	5800 (10) 7986	6 • 219, 4 • 218	6164[1] (12) 8788	5921[2] (10) 8107	6286 (13) 9128	6772[3] (17) 10,488	6407[4] (14) 9468		H, M-S, M-M $4 per mo.	[1]A.B. + 24; [2]A.B. + 8; A.B. + 16: 6043 (11) 8448; [3]M.A. + 32; [4]M.A. + 8; M.A. + 16: 6529 (15) 9808; M.A. + 24: 6650 (16) 10,148.
GRANITE CITY COM. UNIT. S.D. •9 (13,219)	5700 (11) 8800	2 • 350, 4 • 250 2 • 200, 250, 200, 550	5950[1] (11) 9050		6450 (11) 9550	6700[2] (11) 9800			H, M-S, M-M 6.43 or 4.23 (over 65)	*Cost of living increase • $25 for ea. 1/2 of 1% (max. of $125). P.T.E., cred. max. 5 yrs. (full credit 1st 3 yrs.); 1/2 cr. next 4 yrs.; [1]B.A. 150 hrs.; [2]M.A. 190 hrs.
HINSDALE TWSP. H.S.D. •86 (3126)	6050 (14) 9020	190, 180, 300, 240, 240, 250, 240, 4 • 180, 190, 180, 240		6240[1] (14) 9810	6540 (15) 11,440	7630* (14) 12,350	7320[2] (13) 11,740		H, M-S, M-M 100%, L on $5000, Liability A.U.	Merit rating: six S.H. ea. 4 yrs. P.T.E. max 5 yrs. *Earned doctorate one increment to difference between M.A. step and M.A. + 30; L.I., • 20, 25, 30, 35 yrs • 180 & 190. [1]B.A. + 15; [2]M.A. + 15.
HINSDALE COMMUNITY CONS. DIST. •181 (3404)	5900 (14) 8970	2 • 180, 290, 2 • 240, 230, 240, 290, 3 • 180, 190 230, 240		6080[1] (14) 9440	6380 (15) 10,450	7320 (14) 11,330	7030[2] (14) 10,740		H, M-S, M-M 100%, A.U. Liability, L prem. on $5000.	L.I., • 20, 25, 30, 35 yrs. [1]B.A. + 15; [2]M.A. + 15.
JOLIET DIST. •86 (5176)	5936 (14) 8904	106, 12 • 212, 318		6148[1] (14) 9116	6466 (14) 9540	6890 (14) 9964	6678[2] (14) 9952		H, 22.32 fam. 6.66 ind. M-S, M-M, same as above L 1.65	P.T.E., max. 5 yrs. L.I. • 19 yrs. $200. [1]B.A. + 15; [2]M.A. + 15.
KANKAKEE (7364)	6100 (13) 9600	200, 150, 250, 4 • 300, 350, 3 • 300, 250, 200		6300[1] (13) 9750	6700 (14) 10,300	7300 (17) 11,200	7000[2] (14) 10,500		None	[1]B.A. + 16; [2]M.A. + 16.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MAINE TWSP. H.S.D. #207 (9241)	6000 (15) 9330	200, 4 # 300 3 # 150, 250, 230, 5 # 220			6500 (15) 10,900	7000 (18) 12,400		7500 (21) 14,000		P.T.E., 9 yrs.
OAKLAWN (5300)	5800 (9) 8200	100, 4 # 200, 300, 3 # 400		5900[1] (11) 8700	6050 (11) 8850		6150[2] (11) 8950			L.I., $200 after 15 yrs. [1]B.A. + 15; [2]M.A. + 15.
PALATINE COMM. CONS. DIST. #15 (9846)	5600 (13) 8546	13 # 216	5900[1] (15) 9116	5700[2] 5800[3] (13) (14) 8646 8854	6000 (16) 9378				H, M-S, M-M 4.00 per mo. 100% of prem. on $2000 policy	[1]B.A. + 24; [2]B.A. + 8; [3]B.A. + 16; P.T.E., full credit to 5 yrs., 1/2 credit to 10 yrs. P.G.R., 4 S.H. every 4 yrs.
PARK RIDGE (6550)	5700 (17) 9120	171, 9 # 228, 7 # 171	6270 (17) 9690						M-M .44	P.T.E. full credit max. 7 yrs.; 1 yr for 2 yrs. 4 add. P.G.R. credit for each block of 6 shrs. merit rating .05 of base or $285; add. (.01 - .05, 1-5 + yrs.) for M.A. degree.
PEORIA (24,866)	5800 (11) 7900	2 # 150, 9 # 200			6200 (16) 9500	6600 (17) 10,300	6400[1] (16) 9700	6800 (18) 11,200	None	P.T.E. 5 yrs. B.A., 6 yrs. M.A., 7 yrs. M.A. + 15, 8 yrs. M.A. + 30 or earned doctorate. [1]M.A. + 15.
POSEN ROBBINS (3100)	5825 (10) 7550	100, 325, 200, 4 # 150, 200, 2 # 150		5950[1] (11) 7825	6475 (14) 8800				H, M 100%, L $5000 pol. 100%	[1]B.A. + 6; B.A. + 12: 6100 (12) 8125; B.A. + 18: 6225 (13) 8400.
MAYWOOD (A.F.T.) PROVISO TWSP. (7471)	6100 (9) 8500	300, 325, 300, 325, 325, 200, 200, 225, 200		6300[1] (9) 8700	6600 (14) 11,350	7200 (114) 11,950	6900[2] (14) 11,658 7500[3] (14) 12,250	7800 (15) 12,550	H, 50% (A.U.), M-S 50%	[1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.
QUINCY #172 (9249)	5800 (12) 7750	2 # 150, 3 # 200 7 # 150	6000[1] (14) 8450	5900[2] (13) 8100	6200 (15) 8900	6600 (18) 10,050	6300[3] (16) 9250 6400[4] (17) 9600	7200 (21) 11,300	H, M-S, M-M 100% A.U.	P.T.E. max. 8 yrs. B.A. 10 yrs. M.A. P.G.R. 5 S.H. every 4 yrs. (B.A.) 5 S.H. every 5 yrs. M.A., 5 S.H. every 6 M.A. + 30, 5 S.H. every 7 yrs. doctorate. [1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 16; [4]M.A. + 20.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

ILLINOIS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ROCKFORD (34,210)	5900 (9) 8024	9 • 236	6372[1] (9) 8496	6136[2] (9) 8260	6608 (9) 8732	7316 (12) 10,148	6844[3] (10) 9284 7080[4] (11) 9676		H, M-S, M-M (package) 5.09 per mo., L 1.44 per $2000 policy	P.T.E. max. 10 yrs. [1]B.A. + 20; [2]B.A. + 10.
ROCK ISLAND (11,289)	5800 (15) 9048	2 • 116, 13 • 232	6148 (15) 9396	5974[1] (15) 9222	6380 (17) 10,092	6728 (17) 10,440	6554[2] (17) 10,266		H, M-S, M-M 29.55 per mo. total	[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 6902 (17) 10,614.
SPRINGFIELD (20,474)	5700 (13) 8400	200, 300, 11 • 200	6000[1] (13) 8700	5800[2] (13) 8500	6350 (13) 9450	6650[3] (13) 9750	6450[4] (13) 9550		M-M 100%	L.I. $200 after 20, 25 yrs. [1]B.A. + 24; [2]B.A. + 8; B.A. + 16: 5900 (13) 8600; [3]M.A. + 24; [4]M.A. + 8; $100 for each 8 semester hours up to $600.
THORNTON TWSP. H.S.D. •205 (7000)	6000 (13) 9900	240, 360, 11 • 300		6300[1] (13) 10,200	6600 (14) 10,800	7200 (14) 11,400	6900[2] (14) 11,100 7500[3] (14) 11,700	7800 (14) 12,000	None	[1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.
THORNTON FRACTIONAL TWSP. H.S. (3300)	6000 (11) 9300	11 • 300		6300[1] (13) 10,200	6900 (16) 11,580	6900 (16) 11,880			H, M-S, M-M 6.50 per mo.	L.I. 300-330 after 5 sem. hrs. every 5 yrs. [1]B.A. + 15.
VILLA PARK DIST. •45 (5507)	5800 (10) 7540	10 • 174		5916[1] (11) 7830 6032[2] (12) 8120	6148 (13) 9222	6380 (15) 10,295	6264[3] (14) 9628 6496[4] (16) 10,701		H, M-S, M-M 100% A.U., L 100% A.U.	[1]B.A. + 9; [2]B.A. + 18; [3]M.A. + 15; [4]M.A. + 45.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ILLINOIS	VILLA PARK H.S.D. #88 (7325)	6200 (14) 9900	200, 2 @ 300, 400, 2 @ 300; 7 @ 200, 1 @ 500		6350[1] (14) 10,050	6600 (14) 11,100	8500[2] (10) 11,800	6800[3] (14) 11,300 7000[4] (14) 11,500		H, M-S, M-M sing. $5/per mo. couple $8/per mo., fam. $11/per mo.	[1]B.A. + 13; [2]M.A. + 42; [3]M.A. + 13; [4]M.A. + 26.
	MORTON H.S. (WEST SUBURBAN)	6000 (15) 9950	4 @ 300, 11 @ 250		6200[1] (15) 10,150	6650[1] (15) 11,600	7150 (15) 12,250	6900[2] (15) 11,925	7750 (15) 13,000	L, $5000 double indemnity[3], H, M-M 100% A.U.	P.T.E. $100 for each 5 yr.per. beginning at 21 yrs. [1]B.A. + 15; [2]M.A. + 15; [3]For all tenured teachers.
	WOODSTOCK H.S. (946)	5800 (9) 8410	9 @ 290		6032[1] (9) 8642	6264 (14) 10,324	6728 (14) 10,788	6496[2] (14) 10,556	7192 (14) 11,252	M-M $100 per yr.	[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 6960 (14) 11,020.
INDIANA	INDIANAPOLIS (50)										
	BARTHOLOMEW CONSOLIDATED (11,988)	6300 (14) 8600	3 @ 200, 2 @ 250, 200, 4 @ 150, 4 @ 100		6450[1] (15) 9150	6600 (17) 11,400				H, 6.00 per mo.	L.I. 22, 24, 26, 30 yrs. [1]B.A. + 15.
	BLOOMINGTON (9389)	5303 (12) 7458	158, 181, 170, 168, 171, 168, 171, 182, 111, 225, 231, 219		5985 (9) 7588	5719 (13) 10,144	8202 (6) 10,475		11,930 (3) 12,628	M-M 1.27 fam., .52 sing.	$300 for prof. teachers cert. & voc. cert. P.T.E. full credit.
	EAST ALLEN COUNTY (10,962)	6100 (36)* 9638	8 @ 122, 14 @ 91 alt. 14 @ 92				6466 (36)* 11,346			H, M-M, M-S 50%	*Increments given @ 1/2 yr. intervals schedule through May of '68.
	EAST CHICAGO (10,550)	6513 (14) 10,136	4 @ 219, 438, 119, 3 @ 219, 438, 3 @ 219, 438			6788 (14) 11,376	7239 (14) 11,827		7600 (14) 12,188	H, M-S, M-M, L $6000, virtually 100%	Schedule begins Jan. '68. L.I. 428-528 after 20 yrs.; 219-710 after 25 yrs.
	EVANSVILLE-VANDERBURGH (32,639)	6100 (17) 8700	16 @ 150, 200	6200[1] (17) 11,115		6400 (17) 11,200	6650 (17) 11,450	6900[2] (17) 11,700	7150 (17) 11,950	H, M-S, M-M $96 per yr.	Schedules effective Jan. '68. [1]B.A. + 1 yr.; [2]M.A. + 60.
	FORT WAYNE (37,000)	6100 (16) 10,248	16 @ 183			6710 (16) 11,470		[1]	[2]	H, M-S, M-M $75, L, $15	[1].01 of B.A. scale added to M.A. scale for each 5 sem hrs. to max. of 60 hrs. [2]M.A. scale + .15 of B.A. scale.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

INDIANA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
GARY (48,250)	6000 (14) 9375 6500* (14) 10,023	4 @ 200, 1 @ 450, 4 @ 200, 1 @ 425, 4 @ 200			6400 (15) 10,500 6839* (15) 11,226	6800 (15) 10,900 7267* (15) 11,654		7200 (15) 11,300 7695* (15) 12,082	H, M-S $50, M-M, L $40	L.I. @ $100 21st yr., 200 31st yr. *Salary escalation as of Jan. '68.
GRIFFITH (3469)	6200 (10) 8308	4 @ 248, 6 @ 186	6572 (15) 10,292	6385[1] (12) 9300	6820 (15) 10,540	8184 (11) 10,912	7750[2] (15) 10,726	9300 (10) 11,780	M-M, A.U.	Schedule effective Jan. '68. L.I. 15, 20, 25 @ 282, 124, 124 resp. also age 60-65. [1]B.A. + 15; [2]M.A. + 15.
HAMMOND (22,888)	6089 (14) 9500	14 @ 244		6242[1] (14) 9865	6394 (16) 10,778	6455 (16) 11,326		6759 (25) 15,894	H, M-S 70.92 per yr.; M-M 30.88 per yr.; L, $36 per yr.	L.I. for B.A. & B.A. + 15: 243-259 at 17, 20, 23 yrs; M.A. & M.A. + 30: 273-305 at 19, 22, 24 yrs.; [1]B.A. + 15.
HOBART (5200)	6300 (11) 8940	11 @ 240		6500[1] (11) 9140	6700 (16) 10,700	7100 (16) 11,100	6900[2] (16) 10,900		H, M-M, L, 116.14 per yr.	[1]B.S. + 18; [2]M.S. + 18.
LAKE RIDGE (6200)	6240 (24) 9640	14 @ 200, 10 @ 60		6490[1] (24) 10,026	6680 (25) 11,180	6947 (25) 11,627		105% of M.A. + 30 or 6th yr. sched.	H, M-S, 100% A.U., M-M, L, 1.00 per mo.	P.T.E. 10 yrs. [1]B.A. + 20.
LA PORT (7650)	6100 (16) 9455	5 @ 122, 5 @ 183, 6 @ 305			6466 (16) 10,736		6588[1] (16) 10,858		H, M-S, M-M, L, 147.09 per yr.	Effective 1968. L.I. $122 after 20, 25, 30 yrs. for those eligible in 1968. [1]M.A. + 18.
MARION (11,538)	6000 (15) 8640	2 @ 120, 11 @ 180, 2 @ 210			6240 (16) 10,800	7980 (10) 11,160			H, M-S, M-M, L, $50 per yr.	P.T.E. full credit.
MUNCIE	6000 (16) 8500	12 @ 155, 4 @ 160	6160[1] (18) 10,088		6260 (18) 10,600	6380 (18) 10,720		7180 (18) 11,520		[1]5 yrs. training.
NEW ALBANY (11,163)	5800 (13) 8400	13 @ 200			6100 (17) 10,520	6250 (17) 11,690			M-M, 60%, L, 60%, Long term dis. 60%	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
INDIANA	RICHMOND	6000 (10) 8400	10 • 240			6100 (20) 11,100					$500 for M.A. + 5 yrs. exp. Add. $1000 for doctorate + 10 yrs. exp. P.T.E. full credit max. 10 yrs., effective Jan. 1, 1968.
	SOUTH BEND (136,000)	5703 (14) 8896	9 • 228, 3 • 229 2 • 227			6159 (18) 10,721	6615 (18) 11,178			H, M-S, M-M 8.34 per mo. L, $3 per mo. income protection $3 per mo.	
	TIPPECANOE SCHOOL CORP.	6000 (14) 8775	5 • 175, 2 • 200, 2 • 150, 200, 300, 3 • 200			6500 (20) 10,750	6900 (20) 11,150				P.G.R. 11, 12, 13, 14 yrs. 6 shrs.
	VIGO CO. (TERRE HAVIE) (21,000) est.	5830 (10) 8250	(2) 110.00 (8) 275.00			6050 (15) 9900					L.I. • 20 yrs. or age 65 5% of base salary. .30 S.H. above M.A. 10% base salary; doctorate 20% above base salary
	WAUKEGAN DIST. #61 (9694)	5700 (9) 7934	4 • 245, 4 • 251, 1 • 250	6270[1] (13) 9707	6128[2] (12) 9268	6555 (13) 10,197	7011 (14) 11,172	6783[3] (14) 10,796		H, 6.74 per mo., M-S 1.36 per mo.	P.T.E. full credit (if tchr. will not reach max. of the scale within 5 yrs. L.I. 25-34 inclusive $200, 35 + $300. [1]B.A. + 24; [2]B.S. + 18; [3]M.A. + 15.
	METROPOLITAN S.D. WAYNE TOWNSHIP (10,213)	5675 (12) 8720	210, 270, 265, 2 • 320, 325, 265, 3 • 215, 205, 220			6100 (17) 10,700				H, 4.00 per mo.	L.I. 17th yr. $320. P.T.E. full credit. Note: $100 ea. s.h. above M.A.; add. 200 for doctorate.
IOWA	BURLINGTON (7375 A.D.A.)	5650 (14) 8136	2 • 226, 6 • 170, 6 • 169		5820[1] (14) 8419	6046 (14) 9549	6385 (14) 10,227	6215[2] (14) 9775	6667 (14) 11,300		[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 6554 (14) 10,396.
	CEDAR RAPIDS (23,527)	5700 (12) 7600	2 • 150, 300, 200, 2 • 150, 200, 2 • 150, 3 • 100	5950[1] (12) 8350	5850[2] (12) 7800	6300 (14) 9900	6800 (14) 10,600	6500[3] (14) 10,200	7350 (14) 11,700	H, 6.75 per mo.	P.T.E. max. 10 yrs. P.G.R. 5 S.H. per 5 yr. period. L.I. 17, 22 (B.A.) & 19, 24 (M.A.). [1]B.A. + 24; [2]B.A. + 12; [3]M.A. + 15, also M.A. + 45 lane • (7100-11,200) 14.
	COUNCIL BLUFFS (15,366)	5600 (10) 7560	2 • 168, 268, 280, 3 • 224, 3 • 168	5936[1] (12) 8232	5768[2] (11) 7896	6160 (13) 8624	6720 (15) 9520	6440[3] (14) 9072			P.G.R. 6 s.h. end of 4, 9, 14 steps. [1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

IOWA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
DAVENPORT (21,606)	5850 (10) 8512	240, 246, 251, 258, 263, 269, 275, 281, 286, 293	6201 (10) 8863	6026[1] (10) 8687	6435 (15) 10,647	6786 (15) 10,998	6611[2] (15) 10,823	7137 (15) 11,349	H, M-S, M-M 100%	[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 6962 (15) 11,174.
DES MOINES (45,619)	5700[1] (14) 9290	4 • 260, 250, 260, 260, 250, 260, 250			6160[1] (15) 10,430	6500[2] (16) 11,060		6800 (16) 11,060		[1]P.G.R. teachers must earn 6 sem. hrs. during 5 yrs. preceeding steps 11-14 for B.A.; 11-15 for M.A.; [2]P.G.R. 6 sem. hrs. for steps 11-15, additional 6 for step 16.
DUBUQUE (8672)	5600 (13) 8512	13 • 224		5824[1] (13) 8736	6048 (13) 9688	6552 (13) 10,192	6272[2] (13) 9912 6832[3] (13) 10,472	7112 (13) 10,752	None	L.I. every 5 yrs. after 25. [1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.
FORT DODGE (7812)	5750 (14) 8866	1 • 3%, 1 • 5%, 12 • 3% of previous salary			6250 (14) 9639	6750 (14) 10,409	7000[1] (14) 10,793			L.I. $100 after 15 years, 200 after 20, 25, 30. [1]M.A. + 45.
IOWA CITY (7540)	5600 (12) 8624	12 • 252			6160 (12) 9856	6720 (12) 11,088				
MARSHALLTOWN (6433)	5675 (13) 8430	2 • 142, 270, 198, 199, 6 • 227, 256, 286		5930[1] (14) 8995	6185 (14) 9875	6640 (14) 10,010	6415[2] (14) 10,442 6865[3] (14) 11,575	7560 (14) 13,800	None	[1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.
OTTUMWA (7784)	5600 (10) 7612	240, 4 • 190, 202, 203, 202, 203, 202		5795 (11) 8125	6127 (13) 9077	6440 (14) 9860				
SIOUX CITY (17,409)	5600 (14) 9064	2 • 112, 4 • 224, 3 • 196, 2 • 168, 3 • 140			6048 (15) 9296	6496 (16) 10,080		6996 (16) 10,580		
WATERLOO	5700 (12) 8550	3 • 171, 2 • 228, 285, 4 • 228, 2 • 342		5871[1] (12) 8721	6270 (12) 9462	6840 (12) 10,032	6441[2] (12) 9633		H, M-S, M-M, 9.15	P.T.E. full credit max. 10 yrs. L.I. 18 yrs. • $342; [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

KANSAS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HUTCHINSON (8362)	5300 (10) 7100	2 • 200, 8 • 175		5500[1] (10) 7300	5800 (11) 8000	6200 (13) 8800	6000[2] (12) 8400			[1]B.A. + 15; [2]M.A. + 15.
KANSAS CITY (35,061)	5600 (11) 7700	110, 155, 160, 205, 215, 210, 215, 210, 195, 205, 210			5800 (14) 8420	6300 (14) 9045	6100[1] (14) 8830	6500 (16) 9690		L.I. 5, 10, 15 yrs. on max; [1]M.A. in field.
LAWRENCE	5100 (9) 7140	102, 153, 7 • 255	5406[1] (10) 7701	5253[2] (10) 7548	5610 (11) 8160	6096 (12) 8874	6528[3] (14) 9843	6630 (15) 10,200	None	[1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 60. Also: M.A. + 10 (5763-8313) 11, M.A. + 20 (5916-8721) 12, M.A. + 40 (6222-9282) 13, M.A. + 50 (6375-9435) 13.
OVERLAND PK. S.D. #110 (7000)	5400 (11) 7600	100, 150, 350, 250, 250, 4 • 200, 2 • 250	5640[1] (11) 7840	5550[2] (11) 7750	6000 (14) 9300	6400 (14) 9700	6200[3] (14) 9500	7650 (14) 12,650	None	P.T.E. full credit 1 yr. 1/2 credit thereafter up to 10 yrs. P.G.R. 6 s.h. every 4 yrs. L.I. B.A. $200 ea. 5 yr. per. above max. M.A. $250 ea. 5 yr. per above max.; [1]B.A. + 24; [2]B.A. + 15; [3]M.A. + 15, also: Ed. S. 6600-9900/14
TOPEKA (24,402)	5200 (9) 6800	2 • 100, 7 • 200		5400[1] (9) 7000	5700 (14) 8400		6400[2] (11) 8600	7800 (9) 9600		L.I. 200-600 after 20 yrs.; [1]B.A. + 15; [2]M.A. + 15.
WICHITA (59,407)	5400 (9) 7200	9 • 200[1]		5560[2] (10) 7610	5800 (12) 8800	6100 (13) 9480		6600 (13) 9980		[1]Takes 12 yrs. to reach max. steps 7-9 are 2 yrs. each; [2] B.A. + 20.
DAVIESS CO. (OWENSBORO) (6173)	4950 (10) 6683	173, 174, 3 • 173, 174, 3 • 173		5148[1] (10) 7128	5371 (10) 7598	5618 (10) 8093			None	[1]B.A. + 15.
HARLAN COUNTY (8891)	4900 (10) 5650	10 • 75		4950[1] (10) 5700	5200 (10) 5950	5500 (10) 6250				[1]B.A. + 15.
HOPKINS (7366)	4860 (10) 6000	10 • 114		5010[1] (10) 6150	5160 (10) 6300	5460 (10) 6600	5310[2] (10) 6450			[1]B.A. + 15; [2]M.A. + 15; M.A. + 36: 5610 (10) 6750.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
KENTUCKY	PERRY CO. (6864)	4850 (10) 5650	3 • $50, 300, 5 • 50, 100		4900[1] (10) 5700	5150 (10) 5950	5500 (10) 6300	5200[2] (10) 6000			[1]B.S. + 15; [2]M.A. + 12.
LOUISIANA	ACADIA PARISH (11,145)	5800 (11) 7200[1]	100, 7 • 200, 300, 100			5200 (12) 8050[2]	5200 (12) 8700		5900 (12) 9200		[1]Takes 12 yrs. NO increment yrs. 10-11. [2]Takes 15 yrs. NO increment yrs. 11-14.
	BEAUREGARD PARISH (5882)	5000 (10) 7200	8 • 200, 2 • 300			5200 (11) 8100	5200 (12) 8800			H, M-S, M-M $4.20 per mo., L 3.34	
	CADDO PARISH (57,574)	5150 (14) 7250	125, 2 • 150, 185, 175, 188, 2 • 175, 237, 250, 2 • 50, 2 • 100			5288 (15) 8000	5338 (15) 8700		5888 (15) 9200	H, M-S, M-M, L, 5.60 per mo. (package plan)	
	CALCASIEU PARISH (31,121)	4872 (10) 7000	118, 7 • 200, 2 • 300			5052 (11) 7900	5052 (12) 8600		5700 (12) 9100	H, M-S 2.25 per mo.	
	CONCORDIA PARISH (6500)	4400 (10) 6600	8 • 200, 2 • 300			4600 (11) 7500	4600 (12) 8200		5300 (12) 8700		
	E. BATON ROUGE (54,000)	5200 (10) 7400	8 • 200, 2 • 300			5400 (11) 8300	5400 (11) 8650		6100 (11) 9500	H, M-S, M-M, 50%	L.I. 11, 15, 20, 25, 30, 35, 40, 45 • 100.
	IBERVILLE PARISH (8330)	5000 (10) 7200	8 • 200, 2 • 300			5200 (11) 8100	5200 (12) 8800		5900 (12) 9300	None	
	JEFFERSON PARISH	5535 (10) 8200	307, 312, 325, 290, 307, 128, 2 • 300, 2 • 200			5842 (12) 9100	6150 (12) 9400		6400 (12) 9700	None	
	LIVINGSTON PARISH (8650) est.	5200 (10) 6950	2 • 100, 2 • 250, 200, 2 • 150, 200, 250, 300			5400 (11) 7850	5400 (11) 8550			None	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LOUISIANA	MOREHOUSE PARISH (9637)	4800 (10) 6600	4 • 100, 4 • 200, 2 • 300			5000 (11) 7500	5000 (12) 8200		5700 (12) 8700		
	OUACHITA PARISH (17,441)	4400 (10) 6600	8 • 200, 2 • 300			4600 (11) 7500	4600 (12) 8200		5300 (12) 8700	None	
	ST. BERNARD (10,728)	5535 (11) 8150	307, 308, 150, 5 • 200, 2 • 350, 150			5842 (12) 9532	6000 (12) 9840		6457 (12) 10,147	None	
	ST. CHARLES PARISH (8166)	5700 (10) 8200	200, 250, 325, 290, 307, 128, 300, 300, 200, 200			5842 (12) 9100	6150 (12) 9400		6400 (12) 9700		Schedule for Louisiana certified teachers.
	ST. MARTIN (8000)	5100 (9) 7100[1]	7 • 200, 2 • 300			5300 (10) 8000[2]	5300 (11) 8700[3]				[1]Takes 10 yrs. NO increment 0-1 yr. [2]Takes 11 yrs. NO increment 0-1 yr. [3]Takes 12 yrs. NO increment 0-1 yr.
	VERMILION PARISH (9069)	5000 (10) 7200	8 • 200, 2 • 300			5200 (11) 8100	5200 (12) 8800		5900 (12) 9300	None	
	VERNON PARISH (7291)	4400 (10) 6600	8 • 200, 2 • 300			4600 (11) 7500	4600 (12) 8200		5300 (12) 8700	H, M-M, 30% ea.	*Add $300 for local supplement.
MAINE	BANGOR	4900 (9) 7105	9 • 245			5390 (9) 7595	5880 (9) 8085		6370 (9) 8575		
	PORTLAND (13,750)	5000 (10) 7500	10 • 250			5500 (12) 8500			6000 (14) 9500	H, M-S, M-M, 50%	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MARYLAND	ST. MARY'S CO. (8389)	5800 (13) 9570	13 • 290			6380 (13) 10,150	7830 (10) 10,730		8410 (10) 11,310		
	ALLEGANY CO. (16,424)	5600 (13) 8910	2 • 170, 11 • 270			6750 (10) 9450	7020 (10) 9720	7290[1] (10) 9990	7830 (10) 10,530	H, M-S, 7.98 per mo.	[1]M.A. + 60
	ANNE ARUNDEL CO. (59,323)	5900 (11) 9600	200, 300, 325, 425, 350, 4 • 300, 400, 500			*	*		*	None	P.T.E. full credit. *Add 600 to B.A. scale for M.A.; add 1100 to B.A. scale for M.A. + 30; add 1600 to B.A. scale for Ph.D.
	BALTIMORE CO. (112,653)	5900 (13) 10,000	300, 400, 2 • 300, 400, 4 • 300, 400, 300, 200, 300			6500 (14) 11,250	8450 (10) 11,850	8750[1] (10) 12,150	9050 (10) 12,450	H, M-S, M-M 37.00; L, 50%	L.I. • 500 in 19th yr. [1]M.A. + 60 or equiv.
	CHARLES CO. (9290)	5800 (13) 9240	100, 260, 11 • 280			6300 (13) 9740	7440 (10) 10,240		7940 (10) 10,740		
	HARFORD CO. (23,233)	5800 (14) 9860	14 • 290			6380 (14) 10,440	6960 (14) 11,832			H, M-S, M-M, 50%	
	MONTGOMERY CO. (116,788)	5880 (12) 10,114	2 • 353, 352, 4 • 353, 352, 4 • 352		6174[1] (12) 10,408	6586 (12) 11,525	7056 (12) 11,995		7644 (12) 13,289	H, M-S, L, 50%	L.I., $352-470 on 13th step. [1]B.A. + 15.
	PRINCE GEORGES CO. (UPPER MARLBORO) (116,888)	5880 (13) 10,150	268, 464, 348, 6 • 290, 580, 3 • 290	6380[1] (13) 10,730	6090[2•] (13) 10,440	6678 (13) 11,600	7076 (13) 12,006	6844[3•] (13) 11,774	7830 (13) 12,760	H, M-S*, M-M, 50% L, 1½ salary	*April '68; [1]B.A. + 34; [2]B.A. + 15; [3]M.A. + 15.
MASSACHUSETTS	BOSTON (50)										
	ARLINGTON (10,000)	5800 (12) 9400	12 • 300			6200 (12) 9800			6800 (12) 10,400	H, M-S 50%, L 2000, term 50%	
	BEVERLY (7364)	5600 (10) 8600	3 • 275, 4 • 300, 3 • 325		5700[1] (10) 8700	6000 (10) 9000	6400 (10) 9400		6700 (10) 9700	H, M-S, L, 50%	L.I. $250 after 13, 15, 17 continuous yrs. service in Beverly. [1]B.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
BROCKTON (15,682)	5800 (10) 9100	2 • 250, 400, 300, 6 • 350	6200 (10) 9500	6000[1] (10) 9300	6300 (10) 9600	6700 (10) 10,000	6500[2] (10) 9800	7000 (10) 10,300	H, M-S, M-M, L, $14.16	Effective Sept. 1967 – Aug. '68; L.I. $100 after 15 yrs., 200 after 20, 300 after 25. [1]B.A. + 15; [2]M.A. + 15; M.A. + 48: 6900 (10) 10,200.
BROOKLINE (6906)	5900* (12) 10,030	2 • 342, 343, 4 • 342, 343, 3 • 342, 366			6313* (13) 10,915	6726* (14) 11,800		7139 (19) 13,803	H, M-S, M-M, L 50%	*250 in 16th yr. with additional study allowance. Note: Separate scale for kindergarten (5000-8024) 12-B.A.; (5200-8732) 13-M.A.; (5400-9440) 14-M.A. + 30.
CAMBRIDGE (11,829)	5600 (11) 9400	200, 4 • 300, 6 • 400			6200 (11) 10,000	6600 (11) 10,400	6400[1] (11) 10,200	7000 (11) 10,800	H, $15.42 per mo. w/dependent, $4.91 per mo. no/dependent, L, .98 per mo. for $2000 policy	[1]M.A. + 15. Note: Master's assistants in elem. schools receive $500.
CHICOPEE (12,652)	5600 (10) 8400	2 • 200, 8 • 300			6000 (11) 8900	6400 (11) 9300			Health & accident $12 per year	L.I. 400-500 after 25 yrs.
EVERETT (7195)	5800 (9) 8600	5 • 300, 1 • 400, 2 • 300			*			*	H, M-S, M-M, L, (3000) 50%	P.T.E. max. 9 yrs. merit pay. L.I. 200, 20-25 yrs. $100 each add. yr. *450 allowance for M.A.; 600 allowance for Ph.D.; Incentive increment $200 for each 6 s.h.
FALL RIVER (12,542)	5300 (10) 8600*	2 • 200, 5 • 250, 300, 100							H, M-S, M-M 3.90-12.34 per mo. L, .96 mo.	Add. 400 M.A. degree; 600 CAGS; 800 doctorate. L.I. 10, 20, 30, 40 + $100. *8950 Sept. '68.
FRAMINGHAM (11,812)	5900 (10) 9300	4 • 250, 6 • 400			6500 (10) 10,400	6900 (10) 10,800[1]	6700[2] (10) 10,600	7400 (10) 11,300	H, M-S, L, 4.55-12.48 per mo.	For all: P.G.R. 6 sem. credits at steps 7, 10. [1]M.A. + 36: 6900 (11) 11,000.
LAWRENCE (8022)	5400 (10) 8100	10 • 270							H, M-S, M-M, L, 50%	Add. $500 for M.A.
LEXINGTON (8256)	5850 (12) 9550				6250 (13) 10,550	6550 (14) 11,550		6850 (15) 12,550	H, M-S 3.24 or 10.33, L, .54	*Voluntary teacher leadership program reach max. in 1/2 time • 1875 above normal max.
LOWELL (14,462)	5500 (8) 8000	500, 200, 6 • 300			5900 (8) 8400	6300 (8) 8800		6450 (8) 8950	H, M-S, M-M, L, $2000, 50%	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience.
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LYNN	5600 (10) 8600	10 • 300			6000 (10) 9000	6400 (10) 9400		6800 (10) 9800	H, M-S, L. 50%; accidental death & dismemberment 50%	L.I. $100 • 15, 20, 25 yrs.
MALDEN (9351)	5700* (11) 8800	2 • 200, 9 • 300		5800[1] (11) 8900	6200 (11) 9500	6400 (11) 9700		6800 (11) 10,100	H, M-S, M-M, L. 50%	[1]B.A. + 15. *B.A. scale as of Jan. '68 (5825-9050) 11.
MELROSE (7226)	5700 (10) 8667	238, 268, 267, 268, 267, 268, 321, 321, 374, 375	6100[1] (10) 9067		6200 (10) 9167	6600[2] (10) 9567		6700 (10) 9667	H, M-S, 3.78 single 11.81 family, L. 1.00 per mo.	L.I. $374, 375, 15, 20 yrs. [1]B.A. + 60; [2]M.A. + 60.
NEEDHAM (7884)	5900 (11) 9400	2 • 300, 400, 7 • 300, 400			6400 (12) 10,300	7000[1] (12) 10,900		7700 (12) 11,600	H, M-S, M-M, L. 50%	For all: 3 super max. steps for $1400 beyond max. shown. [1]M.A. + 1 yr.
NEW BEDFORD (15,234)	5500 (10) 8500	10 • 300		5600[1] (10) 8600	5800* (10) 8800	5900 (10) 8900		6100* (10) 9100	H, M-S, 2.47 or 7.81 per mo., L. .68 per mo.	L.I. 200, 20 yrs. SVC. *As of Jan. '68. Add. $200 to M.A. scales, 400 to Ph.D. scales. P.G.R. 2 s.h. every 3 yrs. [1]B.A. + 15
NEWTON (18,162)	6000 (13) 10,150	2 • 250, 4 • 300, 7 • 350			6400 (13) 10,900	6700[1] (13) 11,200		7100 (14) 12,000	H, M-S, L. 50%	6 step extended maximum $1400 - $2000 beyond max. shown may be reached with superintendent's recommendation. [1]M.A. + 1 yr.
PEABODY (8961)	5700 (10) 8450	10 • 275		5975[1] (10) 8725	6250 (10) 9000	6800 (10) 9550	6525[2] (10) 9275	7075[3] (10) 9825	H, M-S, M-M, L. 50%	L.I. $200, 20, 25, 30 yrs. [1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.
PITTSFIELD (12,302)	5800 (11) 8671	11 • 261			•		•		L. .78 per mo., M-M, 5.12 single, 16.08 family monthly.	*$600 for M.A., 1300 for Ph.D.
QUINCY	5900 (10) 9086	a.u.	6077 (10) 9263		6254 (11) 9794	6431 (11) 9971		6608 (11) 10,502	H, M-S, 50%, L. $2000, accidental death & dismemberment $2000, 50%	
SALEM (AFT) (5775)	5850 (10) 8500	400, 9 • 250		6100[1] (10) 8750	6400 (10) 9050	6900 (10) 9550	6650[2] (10) 9300	7450 (10) 10,100	H, M-S, L. $2000, 50%	[1]B.A. + 15. [2]M.A. + 15; M.A. + 45: 7150 (10) 7900.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L. = Life; s = steps.

MASSACHUSETTS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SOMERVILLE (12,945)	5700 (9)[1] 9200	2 • 300, 6 • 400, 500			6200 (9) 9700	6500 (9) 10,000	6300[2] (9) 9800		H, 4.38 to 13.73, L 1.14	[1]P.G.R. 6 hrs. at step 7, 4 hrs. at step 8; [2]M.A. + 10; M.A. + 20: 6400 (9) 9900.
SPRINGFIELD (21,234)	5600 (9) 8450	9 • 350	5600 (10) 8950		6100 (10) 9450	6600 (10) 9950		7100 (10) 10,450	H, 2.48 ind., 8.04 fam., M-S 1.82 in., 3.51 prolong. illness .27, .50, L 1.00, accidental death & dismemberment .07 (monthly rates)	*Service max. in 11th yr. • $350; P.T.E. max. 10 yrs.
WALTHAM (9041)	5400 (10) 8750	250, 300, 400, 3 • 325, 400, 325, 325, 375			5700 (10) 9050	5900 (10) 9250		6800 (10) 10,150	H, M-S, M-M, L, 50%	
WATERTOWN (6468)	5600 (9) 9200	9 • 400			6100 (9) 9700	6600 (9) 10,200	6350[1] (9) 9950		H, M-S, L, 50%	[1]M.A. + 15; P.G.R. 3 credits s. 3-6-9.
WESTFIELD (6258)	5500 (11) 8690	2 • 275, 440, 4 • 220, 430, 230, 2 • 330			6050 (11) 9240	6490 (11) 9680	6710[1] (11) 9909	6930 (11) 10,120	H, M-S, M-M, L, 50%	[1]CAGS.; P.G.R. 6 s.h. every 5 yrs.; L.I. $200 every 3rd yr. on max.
WELLESLEY (6200)	5800 (11) 9400	5 • 300, 2 • 325, 2 • 350, 2 • 375			6200 (13) 10,900	6600 (15) 11,750			H, M-S, M-M, L $2000, 50%	L.I. super max. based on merit 3 of $500 each.
WEYMOUTH (12,000)	5700 (11) 8850	8 • 300, 2 • 200, 350			6100 (11) 9250	6500 (11) 9650		6900 (11) 10,050	H 2.14 M-S .95 M-M .31 L .64 } per mo.	P.G.R. 2 s.h. every 3 yrs.; L.I. $100 • 20th yr.
WORCESTER (29,596)	5500 (9) 9000	2 • 250, 750, 6 • 375			•	•		•	H, M-S, M-M, L, 50%	*Add. $600 for M.A.; 300 for M.A. + 30; 300 for Ph.D.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
DETROIT (50)										
ALLEN PARK (6730)	6150 (10) 10,000	2 • 250, 2 • 270 2 • 300, 1 • 400 2 • 600, 1 • 610			6600 (10) 10,900				H, M-S, M-M, $23.40 per mo., L. $56 per yr. ($3000 pol.)	L.I. $150 16th yr., $60 for next 5 yrs.
ALPENA (7177)	6100 (7) 8174	3 • 274.50, 3 • 305, 335.50	6405 (11) 9882	6283[1] (10) 9394	6588 (11) 10,065	6893 (12) 10,736		7076 (12) 10,919	H $15	[1]B.A. + 15.
AVONDALE (3400)	5600 (10) 9072	4 • 280, 3 • 392, 432, 352, 392		5992[1] (10) 9464	6440 (10) 10,248	7392 (10) 11,200	6880[2] (10) 10,640		H $10	[1]B.A. + 15; [2]M.A. + 15.
BATTLE CREEK (11,480)	6800 (11) 9650	10 • 330, 1 • 350			6400 (11) 10,720	6700 (11) 11,020	7000[1] (11) 11,320	7300 (11) 12,620	H, M-S, M-M, $184.08 per yr., L. 25.60 prem. of ½ bal.	Note: $100 for ea. 10 hrs. above M.A.; 150 for 15 hrs. since 1962 above B.A.; [1]M.A. + 60.
BAY CITY (15,300)	6200 (12) 9796	298, 303, 2 • 298, 297, 304, 298, 297, 304, 298, 297, 304			6801 (13) 10,633				H, M-S, 9.22	
DEARBORN (AFT) (22,401)	6500 (10) 10,150	6 • 375, 3 • 400, 1 • 200			7000 (12) 11,750	7350 (12) 12,000		7800 (13) 12,850	H, 14.52, M-S 7.21, M-M 2.05, L 6.15 N.C. rider .85 (100% ea.)	
DEARBORN TOWNSHIP S.D. #8 (6053)	6200 (10) 9400	200, 5 • 300, 2 • 400, 500, 400			6600 (11) 10,500				H, M-S, M-M, L, 100%	
EAST DETROIT (AFT) (12,000)	6300 (10) 9400	250, 8 • 300, 450		6500[1] (10) 9600	6650 (10) 11,100	7150 (10) 11,600	6900[2] (10) 11,200	8000 (10) 13,000	H, M-S, M-M, L, $2000, 100%	[1]B.A. + 20; [2]M.A. + 15. P.T.E. max. 6 yrs.
FERNDALE (8280)	5800 (10) 9400	250, 275, 2 • 300 2 • 350, 375, 2 • 425, 450			6425 (10) 10,400				H, M-S, 100%, L $2500 pol.	
FITZGERALD	6550 (9) 10,545	3 • 393, 425, 426, 459, 458, 459, 579			7054 (10) 11,641		7486[1] (10) 12,209	7991 (10) 12,798	H, M-S, M-M, 100%, L $1900 pol.	[1]Ed. spec.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FLINT (45,744)	6050 (12) 9575	236, 245, 255, 265, 275, 286, 297, 308, 320, 333, 346, 359		6292[1] (12) 9958	6544 (12) 10,356	7078 (12) 11,204	6806[2] (12) 10,771	7361 (12) 11,650	H, M-S, M-M, $200 per yr.; L $50 per yr.	L.I. $100 after 23 yrs. [1]B.A. + 15; B.A. + 12: 6244 (12) 9883; [2]M.A. + 15; M.A. + 12: 6753 (12) 10,687.
FRANKENMUTH (940)	6010 (11) 8542	7 • 220, 4 • 248		6160[1] (11) 8692	6410[2] (11) 8942				H, M-S, 50%; time loss 50%	[1]B.A. + 15; [2]or B.A. + 35.
GARDEN CITY	6200 (10) 9920	8 • 310, 2 • 620		6510[1] (10) 10,230	6820 (11) 11,160	7440 (11) 11,780	7130[2] (11) 11,470		L, M-S, M-M, H, 100%	[1]B.A. + 15; [2]M.A. + 15. Note: Ed.S. 930 above M.A.; doctorate 1,240 above M.A.; P.T.E. full credit max. 10 yrs.
GROSSE POINTE (12,287)	6100 (11) 10,004	244, 771, 5 • 305, 4 • 366		*	6710 (12) 11,438				H, M-S, M-M, L, Long term dis. $155	P.G.R. • $5, 8, 11, 2 s.h. L.I. 10 yrs. in dist. 183.00; 300 1 yr. • max. 19th yr. $475, 24th yr. $550. *Intermediate levels formula: (i.e. B.A. + 20) .002 × B.A. step 1 × no. of hrs.
HAZEL PARK	6400 (9) 10,378	9 • 442		6784[1] (9) 10,762	7168 (9) 11,146	7808 (9) 11,786	7488[2] (9) 11,466	8448 (9) 12,426	H, M-S, M-M, 100% incl. family, L 5000, 100%	[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 8128 (9) 12,106.
HEINTZEN (AFT) (3984)	6100 (10) 9800	3 • 300, 3 • 350, 2 • 400, 450, 500	6300[1] (10) 10,000	6200[2] (10) 9900	6550 (10) 10,600	7000 (10) 11,050	6750[3] (10) 10,800		H, M-S, M-M, for 1 person A.U.; L, $5000 in lieu of hosp. ins.	[1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 20.
IRONWOOD (740)	5500 (11) 7216	137, 140, 144, 148, 151, 155, 159, 163, 167, 171, 176			5800 (11) 7858			6000 (11) 8129	H, M-S, M-M , full comp.	
JACKSON (14,064)	5700 (11) 9149	6 • 314, 5 • 313 alternately			6099[1] (11) 9986	6498 (11) 10,824	6897[2] (11) 11,662	7296 (11) 12,500	H, M-S, M-M, 8.33 per mo., L 1.76 per mo.	[1]or 30 hrs. graduate work; [2]M.A. + 60 hrs.
KALAMAZOO	6000 (11) 9300	11 • 300			6300 (13) 10,200	6600 (13) 10,500		6900 (13) 10,800	$160 per yr. applied as teacher desires	L.I. $100 after 20 yrs.
LAKEVIEW (7620)	6350 (11) 9419	11 • 279			6820 (12) 10,300	7290 (12) 11,370		7760 (12) 11,840	H, M-S, M-M, L $3000 term, 100%	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LANSING (31,214)	6100 (10) 9760	244, 3 • 366, 427, 2 • 366, 427, 2 • 366		6344[1] (11) 10,370	6588 (12) 10,780		7076[2] (12) 11,590	7564 (12) 12,200	$20 per mo. for H, M-S, M-M, combination of teachers' choice	P.G.R. • steps 3, 6, 9.; Super max. steps (self-improvement program) $300 • step 17 for B.A. and B.A. +23; $300 • steps 16, 19, 22, 25, for all others. [1]A.B. + 23; [2]M.A. + 45.
LIVONIA	5700 (9) 9035	370, 2 • 371, 370, 371, 370, 371, 370, 371			6270 (9) 9605	*			H, M-S, M-M, 100%	*Additional training levels 30 s.h. M.A. sched. +300; Ed.S. or equiv. M.A. sched. +600; doctorate M.A. sched. +900.
MELVINDALE (5459)	6200 (9) 10,100	2 • 325, 4 • 350, 400, 500, 950		6450[1] (9) 10,600	6700 (9) 11,100	7033 (9) 11,767	7200[2] (9) 12,100	7700 (9) 13,100	H, M-S, M-M, $300, L $5000	L.I. 15 yrs. in system $100. [1]B.A. + 16; [2]Ed.S. or 2nd M.A.
MIDLAND (11,884)	6200 (4) 7440	4 • 310		6510[1] (11) 10,091	6820[2] (11) 10,571		7130[3] (11) 11,052	7440[4] (11) 11,532	H, M-S, M-M, $155, L $30	[1]B.A. + 15; [2]or B.A. + 30; [3]M.A. + 15; [4]or M.A. + 30. P.T.E. max. 9th step. L.I. $130 • 15, 20, 25, 30, 35, 40 yrs.
MT. CLEMENS COMM. S.D. (6293)	6281 (11) 9568	245, 255, 264, 275, 285, 297, 308, 320, 333, 346, 359			7045 (11) 10,732			8530 (11) 12,507	M-M, M-S, H, 100%	L.I. 2% of B.A. or M.A. base in 20th yr.
OAK PARK (AFT) (6772)	6400 (10) 10,200	250, 275, 325, 375, 350, 375, 425, 450, 475, 500			5800 (10) 11,300	7075 (10) 11,850		7375 (10) 12,350	H, full A.U., L $5000	L.I. $500 14, 19 yrs.
PLYMOUTH (7055)	5650 (10) 9100	250, 300, 300, 325, 350, 350, 375, 375, 400, 425			6150 (11) 10,100	6743 (11) 10,693	6338[1] (11) 10,288		H, M-S, M-M, 100%	[1]M.A. + 10; M.A. + 20: 6546 (11) 10,495; $16.95 an hr. per yr. for add. graduate hrs.
PONTIAC (23,425)	6250 (10) 10,125	312, 313, 312, 313, 312, 2 • 375, 2 • 500, 563			6750 (10) 11,500	7062 (10) 12,125		7406 (10) 12,750	H, M-S, 100%, L $2500	
PORTAGE (9845)	6100 (11) 9455	11 • 305			6500 (13) 10,465	6900 (13) 10,865			H, M-S, M-M, $160 or 50%	P.T.E. full credit max. step 7.
PORT HURON	6050 (10) 9015	121, 304, 301, 303, 423, 303, 302, 303, 302, 303			6534 (10) 9962		7079[1] (10) 10,406	7684 (10) 11,193	Health $120 per yr.	[1]Specialist.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MICHIGAN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
REDFORD UNION (9877)	6050 (9) 9795	333, 351, 369, 393, 411, 436, 460, 484, 508			6582 (9) 10,660				H, M-S, M-M, $242 per yr. + 100%	
ROSEVILLE (AFT) (14,054)	6300 (9) 9900	2 • 300, 5 • 400 2 • 500			6600 (9) 10,900	7000 (9) 11,500			H, M-S, M-M $25, L 322 per yr.	
ROYAL OAK (19,900)	6350 (9) 10,000	235, 270, 315, 355, 400, 445, 490, 540, 500		6575[1] (9) 10,500	6800[2] (9) 11,000	8355 (6) 11,800	8805[3] (6) 12,350	9390 (5) 12,600	H, M-S, 100%	[1]B.A. + 20; [2]or B.A. + 30; [3]M.A. + 45.
SAGINAW (22,576)	6200 (12) 9746	7 • 273, 272, 3 • 273, 545			6665 (12) 10,776	7130 (12) 11,805	7595[1] (12) 12,834		H, M-S, M-M, 100%, $3-$24	[1]M.A. + 60
SOUTHFIELD (14,241)	6300 (10) 10,143	3 • 315, 3 • 278, 442, 3 • 441			6741 (11) 11,325	7182 (12) 12,569			H, 100%, L 2000 prem.	
SUMPTER-BELLEVILLE	6000 (9) 9600	9 • 400		[1]	6400 (9) 10,000				H, $100 per yr.	L.I. $300 after reaching max. at beginning of each 3 yr. period. [1]$13.33 per sem. hr. per yr. for each hr. after B.A.
TAYLOR (AFT) TWSP.	6300 (8) 10,300	8 • 500			6800 (9) 11,300	7300 (9) 11,800	7800[1] (9) 12,300	13,900	H, M-S, M-M, 80%, L, $3000 prem.	[1]Pre-doctorate.
UTICA (13,000 est.)	6200 (10) 10,099	310, 326, 341, 359, 377, 396, 415, 436, 458, 481		6417[1] (10) 10,453	6634 (10) 10,806		6851[2] (10) 11,160	7502 (10) 12,220	M-M A.U.	[1]B.A. + 15; [2]M.A. + 15
VAN BUREN (5732)	6000 (9) 9660	240, 200, 420, 5 • 480, 540		6300[1] (9) 10,140	6600[2] (10) 10,980	7200[3] (10) 11,580	6900[4] (10) 11,280		H, M-S, up to $255	[1]B.A. + 15; [2]or B.A. + 30; [3]or Ed.S.; [4]M.A. + 15.
VAN DYKE (AFT) (7000)	6500 (9) 10,601	8 • 448.50, 513		6818[1] (9) 10,819	7137 (9) 11,238	7774 (9) 11,875	7455[2] (9) 11,556	8411 (9) 12,512	H, M-S, M-M, 100% incl. fam.; L $3000, 100%; liability $100,000, 100%	[1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MICHIGAN	WALLED LAKE (8534)	6300 (10) 9878				6741 (11) 11,054		[1]		H, M-S, M-M 1.5% of contractual salary	[1]Ed.S., or 2nd M.A. or M.A. + 40.
	WARREN	6350* (11) 10,541			6604[1] (11) 10,795	6731 (11) 11,176		6985[2] (11) 11,430	7112[3] (11) 11,557	L. $10,000 prem.	P.T.E. max. 7 yrs. [1]B.A. + 20; [2]M.A. + 15; [3]Ed.S; *(6650-11,039) 11 as of Jan. 1968.
	WATERFORD TOWNSHIP (15,400)	6100 (11) 9500	2 • 250, 8 • 300 1 • 500			6500 (12) 10,500	6900 (13) 11,500			H, M-S 100%	
	WAYNE (18,841)	5600 (9) 8950	300, 315, 330, 350, 370, 390, 405, 430, 460		5600[1] (9) 9050	6100 (9) 9425	6400 (9) 9825	6200[2] (9) 9525	7370 (9) 11,370	H, M-S, M-M; L. $5000, 100%; income protection 100%	L.I. 475 after 12 yrs. for M.A. up to education specialist; $495-$565 after 12 yrs. and $525-$590 after 15 yrs. for ed. sp. and beyond. [1]B.A. + 10; B.A. + 20; 5800 (9) 9150; [2]M.A. + 20, 6300(9) 9625; ed.sp. 6500(9) 10,030.
	WYANDOTTE (8623)	6100 (10) 9778	323, 326, 329, 332, 579, 338, 341, 344, 347, 414			6600 (10) 10,736	6966 (10) 11,102	6844[1] (10) 10,980	7320 (10) 11,455	H, M-S, M-M, $280, L, $1000 prem.	L.I. $610 of 20 yrs. in system; [1]M.A. + 20. Also: M.A. + 10 • (6722-10,858) 10.
	WYOMING (7600)	5890 (9) 8953	176, 236, 235, 295, 343, 413, 412, 2 • 471			6066 (9) 9659	6302 (9) 10,366			M-M, 75%	
MINNESOTA	MINNEAPOLIS (50) ST. PAUL (50)										
	AITKIN (1537)	5300 (12) 8240	12 • 245	5500 (12) 8440	5400[1] (12) 8340	5800 (12) 8740					[1]B.A. + 15; 5 yrs.: 5600 (12) 8540.
	ALBERT LEA (6659 ADA)	5300 (12) 9000	4 • 275, 8 • 300		$100 for 6 credits up to $400	6100 (12) 9600		$100 for 6 credits up to $400		M-M 87.60 per yr.	
	ANOKA-HENNEPIN (22,100)	5550 (11) 9829	11 • 389	5883 (11) 10,415	5717[1] (11) 10,117	6383 (11) 11,300	6716[2] (11) 11,886	6549[3] (11) 11,587		H, M-S, M-M $105 per yr.	L.I. $100 at 16, 19, 22 yrs. [1]B.A. + 15; B.A. + 45: 6050 (11) 10,714; B.A. + 60: 6216(11)11,001; [2]or M.A. + 15 in field; [3]or M.A. in field; M.A. + 30 in field: 6882 (11) 12,184; M.A. + 45 in field: 7049 (11) 12,472; M.A. + 60 in field: 7215 (11) 12,770

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
INDEPENDENT S.D. #691 AURORA HOYT LAKES (2571)	5425 (12) 8825	5 • 250, 6 • 300 1 • 350	5675 (12) 9075	5550[1] (12) 8950	5925 (12) 9325	6175 (12) 9575	6300[2] (12) 9700		H, 10.53, M-S 11.41, L $4.55	[1]B.A. + 15; [2]6 yr. or M.A. + 45. Also: 5 yr. or B.A. + 45 (5800-9200) 12; M.A. + 15 (6050-9450) 12; L.I. $200 s. 15, 100 • s. 20 (applies only to teachers who are residents of the district).
AUSTIN (7911)	5500 (12) 9040	12 • 295		5800[1] (12) 9496	6000 (12) 10,808		6300[2] (12) 10,700		H, M-S, M-M, 93.96-244.20 per yr. = 100%	[1]B.A. + 2/3 yr.; [2]6 yrs.
BLOOMINGTON (20,118)	5600 (11) 10,136	280, 280, 336, 392, 448, 3 • 504, 448, 448, 392		5843[1] (11) 10,575	6328[2] (11) 11,709	6650[3] (11) 12,307	6972[4] (11) 12,896	7616 (11) 14,318	H 3.80-9.53 per mo., M-S, M-M 1.77-4.89 per mo., income protection 100%	[1]B.A. + 20; B.A. + 40: 6086 (11) 11,016; [2]or B.A. + 60; [3]M.A. + 25; [4]M.A. + 50; M.A. + 75: 7294 (11) 13,712.
COLERAINE (2478)	5400 (10) 8700	10 • 330	5800 (10) 9100	5600[1] (10) 8900	6200 (10) 9500		6400[2] (10) 9700	6600 (10) 9900	H 180.60-290.16 per yr. L, 44.16 per yr.; health and accident 74.88 per yr.	[1]B.A. + 15; B.A. + 45: 6000 (10) 9300; [2]M.A. + 15.
COLUMBIA HTS. I.S.D. #13 (7162)	5600 (12) 9968	12 • 364	6050 (12) 10,586	5700[1] (12) 10,068	6500 (12) 11,204	6950 (12) 11,822	6725[2] (12) 11,429		H, M-M & M-S, 120 yr., income protection 100%	L.I. $100 • 15 & 20 yrs.; P.T.E. max. 5 yrs.; [1]B.A. + 15; [2]M.A. + 15.
CROSBY (1390)	5300 (12) 8162	6 • 239, 6 • 238 alternately	5512 (12) 8374	5406[1] (12) 8268	5936 (12) 8798				H, M-S, $100 per yr.	[1]B.A. + 15; 5 yrs.: 5618 (12) 8480.
DULUTH (22,265)	5600 (11) 9350	2 • 250, 3 • 300, 3 • 350, 2 • 400, 500	5850 (11) 9600		6250 (11) 10,700	6500 (11) 10,950		6750 (11) 11,200	H, M-S, M-M, 94.32-$100 per yr.	P.G.R. 6 q. hrs. every 6 yrs.; P.T.E. full credit max. 7 yrs., 1/4 credit previous to 8 yrs. before district employment.
EDINA (10,191)	5600 (9) 9100	252, 280, 392, 420, 3 • 448, 420, 392	6000[1] (11) 10,144	5800[2] (11) 9944	6300 (11) 11,813	7519[3] (10) 12,602	6910[4] (11) 12,202	9351[5] (10) 13,920	H, M-S, M-M; L, $202.80 per yr.; income protection 100%	L.I. if aged 50 • 6/66-$168 after 5 yrs. • B.A. max., no others. [1]B.A. + 36; [2]B.A. + 18; [3]M.A. + 36; [4]M.A. + 18; M.A. + 50 or 6 yrs.: 8200 (10) 12,997; [5]7 yr.
HIBBING (5814)	5300 (11) 8799	11 • 318	5618 (11) 9116		5936 (11) 9434				H, M-S, 76.20, M-M, 104.40, L, 49.32	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

MINNESOTA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
HOPKINS	5600 (11) 9950	2 • 250, 500, 2 • 315, 4 • 425, 2 • 450	6010 (11) 10,630	6230[1] (11) 10,960	6400 (11) 11,750	6810 (11) 12,380	7030[2] (11) 12,710	7500 (11) 13,410	H, M-M, 65% of prem. not to exceed $286 for fam. plan and $111, single, M-M, if 100% only plan accepted, income disability 50% (max. $35), L, $2500 policy prem.	[1]B.A. + 45; [2]M.A. + 45. Also: 5800-10,310 (11) B.A. + 15; 6600-12,060 (11) M.A. + 15; 7260-13,050 (11) Ed. Spec. Dependency allowance: $300 above until max. is reached yr. after max. $100 above (this applies only to those hired prior to 1965-66 school yr.) P.T.E. credit max. 5 yrs.
MANKATO (7153)	5400 (12) 9288	12 • 324	5724 (12) 9612		6070 (12) 10,087	6404 (12) 10,422			H, M-S, M-M, $100 per yr.	
MINNETONKA (7508)	5500 (11) 9040	100, 234, 337, 275, 388, 500, 505, 56, 330, 325, 490	5794[1] (11) 9640	5597[2] (11) 9315	6180 (11) 11,600				H, M-S, 100%, income protection 100%	[1]B.A. + 26; [2]B.A. + 9, B.A. + 43: 6002 (11) 10,506
MOORHEAD (6000 est.)	5300 (12) 8120	12 • 235	5720 (12) 8660		5955 (12) 9255	6190 (12) 9790			None	
MOUNDS VIEW (10,807)	5650 (12) 9550	250, 4 • 300, 7 • 350	5900[1] (12) 10,550	6150[2] (12) 11,050	6450 (12) 11,850	6700[3] (12) 12,100	6950[4] (12) 12,400		H, M-S, M-M, 100%	[1]B.A. + 24; [2]B.A. + 45; [3]M.A. + 24; [4]M.A. + 45.
NASHWAUK-KEEWATIN	5250 (10) 8500	10 • 325	5550 (10) 8800		6050[1] (10) 9300				H, M-S, 24.20, L, $4000 4.18 per mo.	[1]or 5 yrs. + 15.
N. ST. PAUL MAPLEWOOD #622 (10,127)	5550 (12) 9438	12 • 324	5994 (12) 10,434	5772[1] (12) 9936	6438 (12) 11,430	6882 (12) 12,438	6660[2] (12) 11,928	7548 (12) 13,932	H, M-S, M-M, 20.44, L, 1.95 income protection .51 per $100 salary	[1]B.A. + 15; [2]M.A. + 15. Also: (6216-10,932) B.A. + 45; (7104-12,936) M.A. + 45.
OSSEO (10,445)	5700 (13) 9847	13 • 319	5900 (13) 10,190		6200[1] (13) 10,711	6700[2] (13) 11,575	6450[3] (13) 11,143		H, M-S, M-M, $6.39, income protection 100%	[1]or B.A. + 54 credits in field; [2]+30 must be in field; [3]M.A. in field or M.A. + 30 not in field, M.A. + 60 in teaching field: 6950 (13) 12,007; M.A. + 90 in field: 7200 (13) 12,439.
PROCTOR (3000 est.)	5300 (12) 9810	250, 260, 270, 3 • 285, 3 • 295, 3 • 330		5550[1] (12) 9060	6000 (12) 9510	6100 (12) 9610				[1]B.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MINNESOTA	RICHFIELD (11,160)	5600 (11) 10,080	2 • 280, 2 • 392, 7 • 448	5900 (11) 10,620	6100[1] (11) 10,980	6340 (11) 11,794	6640 (11) 12,352	6840 (11) 12,724	7040[3] (11) 13,096	Package H, M-S, M-M, L, ($2000), 50% of 1st 200, 100% above	P.T.E. max. 4 yrs. merit rating; [1]B.A. + 45; [2]M.A. + 45; [3]M.A. + 60. Also: (5750-10,305) B.A. + 15; (6300-11,340) B.A. + 60; (6490-12,044) M.A. + 15.
	ROBBINSDALE I.D.S. #281 (24,932)	5600 (11) 10,085	2 • 315, 375, 6 • 420, 2 • 280	5915 (11) 10,400	5755[1] (11) 10,240	6350 (11) 11,615	6665 (11) 11,930	6505[2] (11) 11,770	7300 (11) 12,565	H, M-S, M-M, L, ($5000) $100 per yr. income protection $15	[1]B.A. + 15; [2]M.A. + 15. Also: (6070-10,555) B.A. + 45; (6820-12,085) M.A. + 45; (6980-12,245) M.A. + 60; L.I. • $200, 15, 20, 25 yrs. P.T.E. max. 4 yrs.
	ROSEVILLE (11,642)	5600 (12) 9632	3 • 280, 3 • 392 6 • 336	6048 (12) 10,416	5824[1] (12) 10,024	6496 (12) 11,536	6664[2] (12) 11,704	6832[3] (12) 11,872	7056 (12) 12,264	H, M-S, M-M, 216.48, income protection 100%	[1]B.A. + 15, B.A. + 45: 6272 (12) 10,976; [2]M.A. + 23; [3]M.A. + 45.
	ST. CLOUD (8888)	5400 (12) 9180	12 • 315	5585 (12) 9449	5770[1] (12) 9718	5950 (12) 10,042	6250 (12) 10,690	6100[2] (12) 10,360		H, M-S, M-M, $100-$255 total cost	[1]B.A. + 45; [2]M.A. + 15.
	ST. LOUIS PARK (10,935)	5600 (11) 9800	235, 245, 485, 355, 375, 390, 415, 440, 285, 470, 505	5860 (10) 10,655	5730[1] (10) 10,315	6335 (10) 11,790	6650 (10) 12,375	6495[2] (10) 12,080	7500 (10) 13,955	H, M-M, 75.51- 190 per yr.; income protection $40 per yr.	[1]B.A. + 15, B.A. + 45: 6020 (10) 11,070, B.A. + 60: 6180 (10) 11,500. [2]M.A. + 15, M.A. + 45: 6865 (10) 12,770, M.A. + 60: 7020 (10) 13,065.
	SOUTH ST. PAUL (5704)	5700 (9) 10,189	8 • 499, 497	6000 (9) 10,725	6150[1] (9) 10,993	6300 (9) 11,403	6600 (9) 11,946			H, 79.80-202.80 per yr., M-S 73.68-20.64 per yr.; income protection 19.50 per yr.	[1]B.A. + 45.
	WAYZATA	5600 (11) 10,080	2 • 336, 504, 3 • 336, 504, 4 • 448	5936 (11) 10,416	5768[1] (11) 10,248	6104[2] (11) 11,032	6608 (11) 12,432	6440[3] (11) 12,040	6944 (11) 13,216	H, M-S, M-M, 100% income protection 100%	[1]B.A. + 15; [2]or 5 yrs., M.A. in field 6272 (11) 11,648; [3]M.A. + 15.
	WHITE BEAR LAKE (9688)	5[4]0[1] (12) 9710	285, 285, 310, 310, 335, 335, 350, 350, 375, 400, 400, 425	5910 (12) 10,520	6090[2] (12) 10,980	6270[3] (12) 11,370	6580 (12) 11,770	6735[4] (12) 11,975		M-S, $15.97	[1]P.G.R. 6 quarter credits in first 4 yrs. and each suceeding 4 to qualify for increments; [2]B.A. + 60; [3]P.G.R. 6 quarter credits during first 5 yrs. and each succeeding 5 to qualify for increments; [4]M.A. + 45.
MISSISSIPPI	BILOXI (8703)	4500 (10) 5300	10 • 80		4800 (10) 5700					None	P.T.E. 1-5 yr. full credit; 6-10 yrs. 1/2 credit to 10; 20 + yrs. no credit. Note: $200 add. for males; $200 add. Ph.D. or Ed.D. L.I. • $80 B.A. + $90 M.A. on 12, 15, 20, 25 yrs.
	JACKSON	4400 (13) 6688	13 • 176			4928 (15) 7568	5456 (17) 8448				P.G.R. 6 s.h. every 4 yrs. P.T.E. may 5 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MISSISSIPPI	QUITMAN COUNTY (MARKS) (4960)	3700 (6) 4300	6 • 100			4000 (6) 4600				None	
MISSOURI	KANSAS CITY (50) ST. LOUIS (50)										
	COLUMBIA (8500)	5000 (11) 6500	2 • 100, 300, 2 • 100, 200, 2 • 100, 200, 2 • 100	5200[1] (12) 7000		5500 (13) 7400	5800 (14) 7800	6100[2] (15) 8300		None	P.T.E. full credit to 3 yrs., then 2 for 1 to 7 yrs. max. of 5 step on scale. [1]150 hrs. incl. B.A.; [2]M.A. + 60.
	FERGUSON-FLORISSANT (15,349)	5700 (21) 9750	11 • 270, 10 • 108		5970[1] (22) 10,290	6240 (23) 10,830	6780 (25) 11,910	6510[2] (24) 11,370			P.T.E. full credit max. 5 yrs.; merit rating to adv. from s. 11 (B.A.), s. 13 (M.A.), s. 15 (M.A. + 30); [1]M.A. + 15; [2]M.A. + 15.
	HAZELWOOD (15,649)	5700 (15) 9170	2 • 320, 315, 320, 7 • 200, 195, 3 • 200			6215 (20) 11,480					L.I. after 5 continuous yrs. $250 above schedule.
	INDEPENDENCE	5300 (6) 6837	239, 238, 4 • 265		5539[1] (6) 7076	5777 (7) 7595		6493[2] (6) 8114			[1]B.A. + 16 and M.A. candidacy to be completed in 3 yrs. [2]M.A. + 18 hrs. in field.
	KIRKWOOD (9581)	5800 (12) 9860	232, 4 • 290, 3 • 348, 4 • 406	5916 (12) 9976	5858[1] (12) 9918	6264 (12) 11,020	9570 (4) 11,368	7366[2] (9) 11,194	11,890 (1) 12,412		[1]B.A. + 15; [2]M.A. + 15; M.A. + 60: 10,846 (2) 11,890.
	LINDBERGH (10,172)	5900 (9) 8290	5 • 266, 4 • 265	6166[1] (10) 8820	6829[2] (11) 9219	6431 (12) 11,033	7847[3] (10) 11,800				[1]B.A., 138 hrs., 5 yr. cert.; [2]B.A., 150 hrs., 2 yrs. exp., life cert.; [3]M.A., 180 hrs. 3 yrs. exp., life cert.
	NORMANDY (7188)	5600 (10) 8960	10 • 336	5600[1] (10) 9520		6160 (11) 10,472	6720[2] (12) 11,424		7392 (12) 12,566		[1]Cumulative hrs. beyond B.A.; [2]180 hrs.
	PARKWAY (11,500)	5800 (11) 8100	2 • 250, 9 • 200		6000[1] (11) 8400	6200 (12) 9800	6600 (12) 10,200	6400[2] (12) 10,000			P.G.R. 3 units in-service credit within first three yrs. and each three yrs. thereafter to receive increments; [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS. L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MISSOURI	PATTONVILLE (MD. HGHTS.) (9164)	5700 (9) 7950	9 • 250	6000[1] (12) 9300	5900[2] (11) 8925	6100 (13) 10,325	6500 (15) 12,500			None	[1]B.A. + 24; [2]B.A. + 16. Also: B.A. + 8(5800-8300) 10.
	RAYTOWN (14,163)	5300 (9) 7404	225, 228, 229, 232, 233, 236, 238, 240, 243		5641[1] (10) 8021	5982 (11) 8646		6333[2] (12) 9290	6683[3] (13) 9942		[1]B.S. + 16; [2]M.S. + 16; [3]Advanced degree or 32 hrs.
	RITENOUR (13,873)	5778 (13) 9000	156, 255, 3 • 256, 254, 2 • 256, 255, 2 • 256, 254, 256			6262 (13) 9871	6635 (13) 10,261				
	ST. JOSEPH (14,905)	5400 (9) 7300	8 • 200, 300			5900 (9) 7900					
	UNIVERSITY CITY (7694)	5800 (12) 8990	2 • 174, 406, 5 • 348, 4 • 174	6032 (12) 9222		6264 (12) 9976	6554 (12) 10,440	6844[1] (12) 10,730	7134 (12) 11,020	None	P.T.E. full credit max. 5 yrs. (add. credit granted upon review of exp.); [1]M.A. + 60.
MONTANA	BILLINGS (16,500)	5400[1] (13) 7900	2 • 50, 300, 4 • 200, 300, 5 • 200			5700[1,2] (13) 8750				H, M-S, M-M, $5 per mo.	[1]Assumes continuous service. $100 less at step 3 if less than 3 yrs. service, $100 less at step 8 if less than 8 yrs. service; [2]L.I. $50 after 13 yrs.; P.T.E. full credit to 7 yrs.
	BUTTE (7875)	5518 (10) 7815	119, 123, 128, 133, 138, 145, 149, 154, 159, 164	5846 (10) 8158	5683[1] (10) 7986	6180 (12) 9061				$150 per yr. hlth. & acc.	[1]B.A. + 15.
	GREAT FALLS (CASCADE CO.) (18,400)	5600 (10) 8100	10 • 250	5800 (12) 8800	5700[1] (11) 8450	6000 (13) 9900	6200 (13) 10,100	6100[2] (13) 10,000		H, M-S, M-M, 100% incl. fam. 15.39.	[1]B.A. + 15; [2]M.A. + 15; M.A. + 45: 6300 (13) 10,200.
	MISSOULA (6693)	5700 (12) 8436	12 • 228			6270 (12) 9690					

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEBRASKA	OMAHA (50)										
	GRAND ISLAND	5300 (8) 6890	106, 159, 265, 5 • 212		5565[2] (9) 7367	5830 (11) 8056	6360[2] (13) 9010	8095[3] (12) 8533			[1]B.A. + 18; [2]M.A. + 36; [3]M.A. + 18.
	LINCOLN (27,060)	5800 (10) 8300	2 • 200, 300, 2 • 200, 4 • 250, 400			6300 (11) 9000	6800[1] (11) 9500		7300 (11) 10,000	H, 4.90 per mo.	[1]Six yr. cert.
	WESTSIDE COMM. S.D. #66 (OMAHA) (9226)	5600 (11) 8648	4 • 244, 5 • 280, 2 • 336		5820[1] (11) 8908	5940 (11) 9089	6270[2] (14) 10,414	6720[3] (19) 13,506	7170 (19) 14,473	M-M, 2.12, L, .77	[1]B.A. + 18; [2]M.A. (out of field); [3]Professional degree. Note: All figs. are rounded to nearest hundredth.
NEVADA	CLARK CO. (LAS VEGAS) (59,000)	6000 (6) 8160	6 • 360	6840 (10) 10,020	6420[1] (7) 8700	7260 (10) 10,500	8100 (12) 12,000	7680[2] (10) 10,920		M-M, comprehensive 5.23	[1]B.A. + 16; [2]M.A. + 16.
	WASHOE CO. (24,420)	6000 (10) 8700	10 • 270	6540[1] (12) 9780	6270[2] (11) 9240	6810 (13) 10,320	7350[3] (15) 11,400	7080[4] (14) 10,860		M-M, 72.12 per yr.	[1]B.A. + 48 sem. or 32 gr. cr.; [2]B.A. + 24 sem. or 16 gr. cr.; [3]M.A. + 32; [4]M.A. + 16.
NEW HAMPSHIRE	NASHUA (7897)	5300 (12) 8100	250, 200, 400, 250, 3 • 200, 250, 3 • 200, 250			5700 (12) 8500			6100 (12) 8900	Workmen's comp. 100%	
	PORTSMOUTH (7000) est.	5000 (11) 7800	300, 5 • 150, 450, 3 • 300, 400		5100[1] (11) 7900	5300 (11) 8100	5600[2] (11) 8400	5400[3] (11) 8200			P.G.R. 2 courses prof. study every 5 yrs.; [1]B.A. + 15; [2]By vote of board only; [3]M.A. + 15; P.T.E. full credit to max. $7800.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
JERSEY CITY (50) NEWARK (50)										
BLOOMFIELD (7813)	5800 (13) 9800	12 • 300, 2 • 350	6000 (13) 10,000	5900[1] (13) 9900	6300 (14) 10,650	6800 (15) 11,500	6400[2] (14) 10,750		H, M-S, M-M, 100%, 1½ × sal. L	Note: Earned doctorate max. 12,300; [1]B.A. + 15; [2]M.A. + 15; L.I. $200 after 30 yrs. or age 60 (at least 10 consecutive yrs. in district).
BRIDGETON (6492)	5400 (11) 8700	11 • 300	5700 (11) 9000		6000 (11) 9300	6600 (11) 9900		7200 (11) 10,500		
BRIDGEWATER-RARITAN (8652)	5800 (14) 9500	4 • 300, 10 • 250			6200[1] (14) 9900	6700 (14) 10,400			H, M-M, L, $92 per yr.	Note: Teachers with earned doctorate are paid $300 above 6 yr. level; 60 cred. above M.A. 400; [1]M.A. or equiv.
CAMDEN (20,468)	5700 (10) 8650	4 • 250, 5 • 300, 450		5850[1] (10) 8800	6050 (10) 9050	6400 (10) 9550	6200[2] (10) 9200	6700 (10) 9850	H, 7.62 per mo. L, A.U.	[1]B.A. + 15; [2]M.A. + 15.
CRANFORD (6231)	5900 (16) 10,000	2 • 200, 9 • 300, 5 • 200	6100 (16) 10,200	6000[1] (16) 10,100	6300 (17) 10,800	6600 (18) 11,300	6450[2] (17) 10,950		H, M-S, M-M, 7.78 per mo.	P.T.E. full credit; [1]B.A. + 15; [2]M.A. + 15.
EAST BRUNSWICK (8300)	5620 (13) 9530	2 • 280, 430, 4 • 280, 340, 3 • 280, 340, 280			6060 (13) 10,470	6440 (13) 10,780			H, M-S, M-M, 100%	L.I. $100 after 20, 25 yrs.
EDISON TWSP. (FORDS) (12,857)	5850 (13) 9800	13 • 300			6300 (13) 10,250	6700[1] (13) 10,650		6700 (13) 11,900	H, M-S, M-M, 100%	P.T.E. full credit to 7 yrs.; [1]6th yr. level.
HAMILTON TWSP. (14,150)	5700 (15) 9300	7 • 300, 7 • 200, 100			6100 (15) 9700	6500 (15) 10,100			H, M-S, 7.43 per mo.	
HOBOKEN (7500)	5300 (9) 9100	450, 4 • 400, 550 3 • 4	5700[1] (9) 9600		6100[2] (9) 10,100				H, M-S, M-M, 100%	[1]5th yr.; [2]6th yr.
LINDEN (7500)	6000 (A.U.) 10,400	A.U.			6450 (A.U.) 11,150	6900[1] (A.U.) 11,900		7350 (A.U.) 12,650	H, M-S, M-M, 100%, L, $6000	[1]M.A. + 32

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
LIVINGSTON (7797)	5820 (24)* 9778	117, 116, 117, 176, 174, 2 • 175, 174, 175, 5 • 174, 176, 174, 3 • 175, 174, 175, 2 • 174, 175		6053[1] (24)* 10,012	6390 (25)* 10,698	6624[2] (25)* 10,932	6857[3] (28)* 11,513		H, M-S, 50%	Note: $800 add. for earned doctorate. *Increments paid every 1/2 yr., not automatic but upon recommendation of supervisors; [1]B.A. + 16; [2]M.A. + 32; [3]M.A. + 16.
MADISON TWSP. (10,277)	6000 (12) 9100	4 • 325, 8 • 225		6200[1] (12) 9650	6400 (13) 10,500	6900 (14) 11,300			H, M-S, M-M, 100% for employee, 50% family	[1]B.A. + 15.
MIDDLETOWN (12,365)	5750 (12) 9660	11 • 325.80, 326.20	6268 (12) 10,178	5922[1] (12) 9832	6325 (12) 10,235	6842 (12) 10,752	6498[2] (12) 10,408		H, M-S, M-M, 89.16 per yr.	[1]B.A. + 10, B.A. + 20: 6095 (12) 10,005; [2]M.A. + 10, M.A. + 20: 6670 (12) 10,580.
MONTCLAIR (7425)	5900 (15) 9500	2 • 200, 400, 4 • 300, 250, 6 • 200, 150	6400 (16) 11,100	6150[1] (15) 9750	6400 (16) 11,100	6900 (18) 12,200		7400 (18) 12,800	H, M-S, M-M, 50%	L.I. for B.A. only $300 after 20 yrs.; [1]B.A. + 15.
NORTH BERGEN (6643)	5800 (8) 9800	9 • 500			6200[1] (8) 10,200			6600[2] (8) 10,600	H, M-S, $285.	[1]or B.A. + 30; [2]or M.A. + 30.
PARSIPPANY-TROY HILLS (8350)	5800 (15) 9925*	2 • 250, 11 • 275, 2 • 300	6250[1] (16) 10,075*		6700[2] (17) 12,225*				H, M-S, M-M, L, rider J, 100%	[1]5th yr.; [2]6th yr.; P.T.E. max. 12 yrs. incr. with supt. approval. *Either 25 yrs. SVC. or age 65 is needed to reach last step.
PASSAIC (7477)	5700 (15) 9750	2 • 250, 7 • 300, 350, 4 • 250, 100	5900 (13) 9600		6100 (13) 9900	6600 (13) 10,400			None	P.T.E. full credit max. 10 yrs.
PATERSON (24,449)	5900 (12) 9900	8 • 300, 4 • 400			6300 (12) 10,300			6700 (12) 10,700	H, 64.92, M-M, 16.44-36.12	Merit pay.
PERTH-AMBOY (6067)	5900 (13) 9400	13 • 300*			6300 (12) 9800			6700 (12) 10,200	H, 13.98, M-S, 7.52, M-M, 4.30, L, .22 per $1000	L.I. $200, 25 + yrs. *For all tchrs. with less than 10 yrs. in dist. but • 325 10 yrs., 350 15 yrs., 400 20 yrs., 450 25 yrs. Note: M.A. + 30 $400 increase; P.T.E. as of 7/1/56 $300 per yr.; L.I. $200 • 25 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW JERSEY

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
RAHWAY (5576)	5850 (14) 9450	2 • 250, 350, 11 • 250	5950 (14) 9550		6150 (14) 10,350	6600 (14) 10,800			H, M-S, M-M, pack. plan, 4.91, L, 1.10	
RIDGEWOOD (6901)	5700 (14) 10,100	240, 280, 550, 2 • 280, 290, 4 • 280, 290, 330, 340, 400			6320 (15) 11,280	6880 (15) 12,180		7380 (16) 12,980	H, M-S, M-M, 100%	
TEANECK (7600)	5800 (12) 9400	2 • 200, 500, 9 • 300	6300[1] (13) 10,500		6800[2] (15) 11,600			7300 (15) 12,700	H, M-S, M-M, 100%	[1]5 yr. level; [2]6 yr. level.
TRENTON (17,177)	5600 (10) 9600	10 • 400	6000[1] (10) 10,000		6200 (10) 10,200	6400[2] (10) 10,400	6800[3] (10) 10,800			[1]5 yrs.; [2]6 yrs.; [3]7 yrs.
UNION TWSP. (8840)	6000 (13) 9800	1 • 200, 12 • 300	6300[1] (15) 10,700		6700[2] (17) 11,800					[1]5 yrs. training; [2]6 yrs. training; L.I. 200 • 25 yrs. (14 in dist.).
UNION CITY (7407)	5400 (11) 8700	11 • 300		5550[1] (12) 9000	5700 (12) 9300	6000* (13) 9900	5850[2] (13) 9600		H, 5.41, M-S, 2.21, M-M, 1.40	[1]B.A. + 15; [2]M.A. + 15. *or doctorate.
WESTFIELD (8671)	5900 (16) 10,050	2 • 200, 2 • 300, 4 • 250, 1 • 300, 4 • 250, 1 • 300, 1 • 250, 1 • 300			6300 (17) 10,800	6600 (18) 11,450		7300 (18) 12,150	H, M-S, rider J, 7.62 per mo., M-M, 1.10 per mo.	
WILLINGBORO (9848)	5600 (10) 8500	2 • 250, 8 • 300	5800 (11) 9100		6100 (12) 9700	6700 (13) 10,600				L.I. $100 after continuous employment at 4th, 7th, 10th, 13th, 16th contracts.
WOODBRIDGE TWSP. (21,491)	5850 (12) 9850	2 • 300, 400, 6 • 300, 3 • 400	6250[1] (12) 10,250		6350 (12) 10,350	6550[2] (12) 10,550		6850 (12) 10,850	H, M-S, M-M, 100%	L.I. $275 after 21, 22 yrs.; [1]B.A. + 32; [2]M.A. + 32.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW MEXICO	ALBUQUERQUE (76,000)	5400 (12) 8316	12 • 243		5643[1] (12) 8559	5886[2] (13) 9045	6372 (14) 9774		7020 (15) 11,758	M-M, L, $50,000, 20% workmen's comp. 100%	L.I. $200 after 21 yrs.; $200 extra after 26 yrs. for M.A. and up. [1]B.A. + 15; [2]or B.A. + 45.
	CARLSBAD (8821)	5500 (10) 7150	10 • 165	5650 (10) 7300	5550[1] (10) 7200	6000 (15) 8475	6300 (15) 8775	6100[2] (15) 8575	6500[3] (15) 8975		L.I. $100 after 25, 30 yrs.; [1]B.A. + 10, B.A. + 20: 5600 (10) 7250; [2]M.A. + 10, M.A. + 20: 6200 (15) 8675; [3]Ed.S. degree.
	ESPANOLA (5566)	5550 (11) 5990	12 • 120	[1]		6275 (20) 8675	[2]		7050[3] (25) 10,050	H, M-S, M-M, 20%	[1]Sem. hrs. above B.A. paid $18 per hr. to 32 hrs. max.; [2]Sem. hrs. above M.A. paid $20 per hr. to 32 hr. max.; [3]Sem. hrs. above Ed.S. or Ph.D. paid $22 per hr. to 32 hrs. max.
	GALLUP-MCKINLEY (10,087)	5600 (10) 8125	5 • 280, 5 • 225	5935[1] (10) 8460	5825[2] (10) 8345	6270 (15) 9920	6610[3] (15) 10,260	6495 (15) 10,145	6945 (15) 10,595	H, 1.47, per mo., L, $1000 policy	P.T.E. full credit max. 5 yrs.; [1]B.A. + 24; [2]B.A. + 16; [3]M.A. + 24; [4]M.A. + 16; L.I. $100 • 13, 16 or 18 & 21 adv. degree.
	HOBBS (8440)	5100 (12) 7038	6 • 204, 2 • 153, 4 • 102		5355[1] (14) 7604	5610 (17) 8303	6120[2] (17) 9058	5865[3] (17) 8680	6375 (17) 9435	H, M-S, M-M, 20%	L.I. $100-$128 after 20 yrs., $100 after 25 yrs.; [1]B.A. + 15; [2]M.A. + 36, 2nd M.A., Ed.S.; [3]M.A. + 18.
	LAS CRUCES (14,790)	5350 (15) 7490	160, 161, 4 • 214, 9 • 107		5617 (18) 8613		5885[1] (18) 8881			H, 20%, M-S, 20%	P.T.E. full credit to 10 yrs. Note: Professional service increment of $300 after 3 consecutive full term contracts.; L.I. 214 • 20, 160 • 25; [1]M.A. + 36 or Ed.S.
	SANTA FE (10,403)	5300 (7) 6014	7 • 102	5555[1] (14) 6983	5402[2] (9) 6320	5708 (16) 8156	5708 (20) 9788			H, M-S, M-M, 20%, L, $1500, 100%	L.I. B.A.-M.A. only, 357-408 after 20 yrs., 306-408 after 25 yrs.; [1]B.A. + 20; [2]B.A. + 10; [3]or 6th yr. cert.
NEW YORK	BUFFALO (50) NEW YORK CITY (50) ROCHESTER (50)										
	ALBANY (12,950)	5800[1] (11) 8800	2 • 250, 350, 7 • 250, 400	6100 (11) 9100	6400[2] (11) 9400	6200[3] (11) 9200	6500 (11) 9500	6350[4] (11) 9350	6900[5] (11) 9900	H, M-S, M-M, 100%[6]	[1]P.G.R. • yr. 11 to advance to max.-6 sem. hr. in-service education; [2]B.A. + 60 grad. cred.; [3]or B.A. + 30 • grad. level; [4]M.A. + 15; [5]or M.A. + 60; [6]As of 1/68.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ARDSLEY (2700)	6200 (11) 9610	11 • 310	6575 (13) 10,865	6320[1] (11) 9785	7000[2] (14) 11,900	7600 (14) 12,920	7240[3] (14) 12,280	A.U. (A.U.) 14,750	H, M-S, M-M, 50%	Add. $200 for tenure all classes; [1]B.A. + 15; [2]or B.A. + 60; [3]M.A. + 15; M.A. + 45: 7720 (14) 13,110; prof, dipl.: 7800 (14) 13,260; M.A. + 60: 7900 (14) 13,430.
BETHPAGE (6248)	6400 (14) 11,200	2 • 250, 5 • 300, 7 • 400	6700 (15) 12,100		7000[1] (15) 12,400	7300 (15) 12,700	7150[2] (15) 12,550	8200 (15) 13,600	H, M-S, M-M, various percentages	[1]or B.A. + 60; [2]M.A. + 15, M.A. + 60: 7600 (15) 13,000.
BINGHAMTON (12,311)	5900 (13) 9300	10 • 250, 3 • 300	6400 (13) 9800		6400 (13) 9800	6700 (13) 10,100		7500 (13) 10,900	H, M-S, M-M	
BRENTWOOD (17,650)	6300 (15) 10,935	5 • 300, 3 • 310, 7 • 315	6920 (15) 11,555	6610[1] (15) 11,245	7230 (15) 11,865	8160 (15) 12,795	7540[2] (15) 12,175	8780 (15) 13,415	H, 3.96-8.65	[1]B.A. + 15; [2]M.A. + 15.
COMMACK (11,440)	6200 (13) 9450	13 • 250	6675 (14) 11,525	6450[1] (13) 9700	7161 (14) 12,374	7705 (14) 12,918	8249[2] (14) 13,468	8522 (14) 13,735	Health 60%	L.I. 20 yrs. $500 25 yrs. $1000; [1]B.A. + 15; [2]M.A. + 60.
ENDICOTT (6632)	5600 (12) 8960	12 • 280	5900 (12) 9440	5750[1] (12) 9200	6000 (12) 9600	6460 (12) 10,240	6200[2] (12) 9920	6800[3] (12) 10,880	47.52-103.80 N.Y.S.emp. hlth. ins.	L.I. $280 • 15th yr. (SVC within dist.); [1]B.A. + 15; [2]B.A. + 60 or M.A. + 15; [3]M.A. + 60.
FARMINGDALE (11,612) ADA	6300 (14) 10,710	14 • 315	6773 (14) 11,498	6458[1] (14) 10,868	7151 (14) 11,624	7718 (14) 12,191	7308[2] (14) 11,781	8505 (14) 12,978	H, M-S, M-M, 11.88-25.95 per mo.	L.I. $315 after 20 yrs.; [1]B.A. + 10, B.A. + 20: 6615 (14) 11,939, M.A. + 40: 7875 (14) 12,348, M.A. + 50: 8033 (14) 12,506, M.A. + 60: 8190 (14) 12,663.
FRONTIER CENTRAL (6214)	6200 (13) 9450	13 • 250	6500 (13) 9750	6600[1] (13) 9850		6600 (13) 9850	6700[2] (13) 9950		H, M-S, 100%	L.I. $250 after 20, 25, 30 yrs.; [1]B.A. + 40, add. $100 to B.A. + 40 for each add. 10 grad. credits up to 90; [2]M.A. + 40, add. $100 to M.A. + 40 for each add. 10 grad. cred. up to 90.
HICKSVILLE (10,000)	6300 (15) 10,364	5 • 271, 1 • 270, 9 • 271	6741 (15) 11,923	6489[1] (15) 10,553	6930 (15) 12,112	7434 (15) 12,616	7119[2] (15) 12,301	8442 (15) 13,624	H, M-S, M-M, 2/3	L.I. 20th yr. 270; [1]B.A. + 15; [2]M.A. + 15.
ELWOOD F.S.D. #1 (HUNTINGTON) (2300 est.)	6315 (12) 10,270	265, 270, 320, 350, 2 • 320, 325, 3 • 320, 430, 425	6955 (12) 10,915	6635[1] (12) 10,595	7385 (12) 11,345	8025 (13) 12,410	7705[2] (13) 12,090	8345 (14) 13,160	H, M-S, M-M, L, 40%	L.I. • 6th & 12th yr. $200; [1]B.A. + 15; [2]M.A. + 15; [3]M.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ITHACA (8500) est.	5700 (10) 8500	4 • 250, 6 • 300	6, 750 (10) 8875	5950[1] (10) 8750	6450[2] (10) 9250	6575[3] (10) 9375	6700[4] (10) 9500	6825 (10) 9625	H, M-S, M-M, 3.96-14.65	[1]B.A. + 20; [2]B.A. + 60; [3]B.A. + 70; [4]B.A. + 80.
JAMESTOWN (8731) WADA	5800 (11) 9100	11 • 300	6100 (11) 9400	5900[1] (11) 9200	6200 (11) 9500	6500 (11) 9800	6300[2] (11) 9600	7000 (11) 10,300	H, M-S, $65.65, 100%	L.I. $300 after 17, 22, 27 yrs.; [1]B.A. + 10, B.A. + 20: 6000 (11) 9300; [2]M.A. + 10, M.A. + 20 or B.A. + 60: 6400 (11) 9700, add. $100 to M.A. + 20 schedule for each 10 credits up to M.A. + 60.
KENMORE (21,317)	5900 (11) 9900	2 • 250, 500, 2 • 300, 4 • 375, 525, 375	6500 (12) 10,875	6050[1] (11) 10,050	6575 (12) 10,950	7175 (12) 11,550		7700 (12) 12,075	H, M-S, M-M, L, $150 per yr.	L.I. $1000 in 4 payments after 15, 20, 25, 30 yrs.; [1]B.A. + 8, B.A. + 16: 6200 (11) 10,200, B.S. + 24: 6350 (11) 10,350, B.A. + 60 (12) 11,475.
KINGSTON (10,000 est.)	5900 (14) 9770	250, 260, 520, 3 • 320, 4 • 260, 4 • 210	6400 (14) 10,270	6000[1] (14) 9870	6510 (14) 10,380	6870 (14) 10,740	6630[2] (14) 10,500		H, M-S, M-M, 50%	[1]B.A. + 6, B.A. + 12: 6100 (14) 9970, B.A. + 18: 6200 (14) 10,070, B.A. + 24: 6300 (14) 10,170; [2]M.A. + 10, add. $120 above M.A. for each 10 units up to M.A. + 60.
LEVITTOWN (16,100) est.	6200 (12) 10,050	2 • 300, 350, 300, 350, 5 • 300, 350, 300	6700 (15) 11,550	6450[1] (12) 10,300	6950 (15) 11,800	7550 (15) 12,400	7250[2] (15) 12,100	8450 (15) 11,300	Health plan, A.U.	L.I. 18, 20, 25 yrs. 200, 300, 350 (resp.); P.T.E. max. 10 yrs.; [1]B.A. + 15; [2]M.A. + 15.
LOCKPORT (6625)	5800 (11) 8990	11 • 290	6322 (12) 9802	5974[1] (11) 9164				7018[2] (14) 10,788	H, M-S, M-M, $100-$240 per yr.	L.I. $406 after 15, 20, 25 yrs.; [1]B.A. + 10, add. $174 for each 10 credits beyond B.A. + 10 up to B.A. + 70; [2]or B.A. + 70.
MASSAPEQUA (16,400)	6250 (24) 11,100	2 • 250, 2 • 300, 2 • 250, 5 • 300, 2 • 350, 4 • 0, 400, 4 • 0, 400	6750 (24) 11,950	6500[1] (24) 11,450	7100 (24) 12,800	7700 (24) 13,600	7400[2] (24) 13,200	8350 (24) 14,450	H, M-S, M-M, 50%	[1]B.A. + 15; [2]M.A. + 15.
MIDDLE COUNTRY #11 (10,000)	6100 (14) 10,494	2 • 274, 6 • 305, 6 • 336	6588 (14) 11,326	6344[1] (14) 10,910	6832[2] (14) 11,748	7320[3] (14) 12,592	7076[4] (14) 12,164	8052 (14) 13,840	H, M-S, M-M, 50%	$300 higher for tenure, M.A. $500 higher for tenure; L.I. $500 after 18, 21 years if minimum 10 yrs. service and earned 6 credits prior to these yrs.; [1]B.A. + 15; [2]or B.A. + 45; [3]or B.A. + 75; [4]or B.A. + 60, M.A. + 45 or B.A. + 90: 7564 (14) 13,008, M.A. + 60: 7808 (14) 13,424.
MT. VERNON (10,948)	6200 (13) 10,600	2 • 300, 2 • 400, 8 • 300, 1 • 600	6500 (13) 11,500	6300[1] (13) 10,900	6600 (13) 11,900	7000 (13) 12,500	7100[2] (13) 12,700	7400 (13) 13,050	H, M-S, M-M, N.Y.S. plan 3.96-14.65	[1]B.A. + 6; [2]M.A. + 45; L.I. $500 each of 5 yrs. preceeding retirement (after 15 yrs. in district and at least 1 yr. on max.).
NEWBURGH (11,456)	6000 (13) 9900	13 • 300	6400[1] (13) 10,560	6300[2] (13) 10,400					M-M, 3.96-16.33	[1]B.A. + 24; [2]B.A. + 18. Also: B.A. + 6 (6100-10,070) 13, B.A. + 12 (6200-10,230) 12.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW ROCHELLE (AFT) (12,000)	6200 (14) 10,300	2 • 300, 2 • 400, 2 • 300, 200, 2 • 250, 300, 2 • 250, 2 • 300	6750 (14) 11,500	6450[1] (14) 10,550	7000 (14) 12,150	7500 (14) 12,650	8000[2] (14) 13,050	10,700 (7) 13,300	H, M-S, 50%, M-M, 100%	[1]B.A. + 15, B.A. + 60: 7300 (14) 12,400; [2]M.A. + 60.
PLAINVIEW (AFT) (11,299)	6350 (14) 10,425	2 • 250, 2 • 275 9 • 300, 1 • 325	6800 (14) 11,575	6575[1] (14) 10,650	7075 (14) 11,850	7525 (14) 12,300	7375[2] (14) 12,150	8200 (14) 13,000	H, M-S, M-M, 3.96-8.65 per mo.	Career increment of $200 after 7 yrs. in district. [1]B.A. + 15; [2]M.A. + 20.
NIAGARA FALLS (17,825)	6000 (11) 9275	2 • 275, 400, 5 • 275, 400, 2 • 275	6360 (12) 9910	6180[1] (11) 9455					H, M-S, M-M, $114.20, L, $15.90	Add. $100 for masters, $200 for doctorate; P.T.E. full credit max. 5 yrs.; L.I. 20, 25, 30 yrs. $250; [1]B.A. + 15. Also: B.A. + 20, 40, 45, 50, 60 scales.
N. BABYLON (9588)	6300 (11) 9424	11 • 284	6994 (13) 11,505	6647[1] (12) 10,055	7341 (14) 12,199	8035 (14) 12,893	7688[2] (14) 12,546	9076 (14) 13,934	L, 1.10 per mo., H, M-S, M-M, $6.55-$18.30 per mo.	After 8 yrs. of district tchg. add. $200 to salary; L.I. 20 yrs. (10 in dist.) $300; [1]B.A. + 15; [2]M.A. + 15.
N. BELLMORE (4070)	6300 (14) 10,400	2 • 250, 12 • 300	6700 (14) 11,900	6500[1] (14) 10,600	6850 (14) 12,080	7300 (14) 12,700	7500[2] (14) 13,010		H, M-S, L, 50%	L.I. 20 yrs. • $500; [1]B.A. + 15, [2]M.A. + 45.
N. SYRACUSE (12,100)	5700 (11) 8900	300, 250, 300, 250, 7 • 300	6150[1] (11) 9350	6000[2] (11) 9200	6300 (12) 9800	6750[3] (12) 10,350	6600 (12) 10,100	7050 (12) 10,650	H, M-S, M-M, 50%	[1]B.A. + 27; [2]B.A. + 18; [3]M.A. + 27; L.I. 15, 18, 21 • $200, $300.
N. TONAWANDA (8700)	5800 (13) 9419	278, 279, 278, 279, 2 • 278, 279, 278, 279, 2 • 278, 279, 278			6408 (13) 10,281	6791 (13) 10,902	7148[1] (13) 11,481	7448 (13) 11,781	H, M-S, 102.12-241.44, M-M, 12.72-30.72	P.T.E. full credit max. 10 yrs.; L.I. 20, 25, 30 yrs. $250; M.A. + 58.
OCEANSIDE (10,220)	5900 (14) 9600	4 • 300, 10 • 250	6200 (14) 9900	6050[1] (14) 9750	6650 (10) 11,043	7640 (10) 12,033	6980[2] (10) 11,373	8960 (10) 13,353	H, M-S, M-M, 75%, L, 100%	L.I. 20, 25th yr. $400; [1]B.A. + 15; [2]M.A. + 10.
OSWEGO (4000)	5700 (11) 8200	11 • 250	6100 (11) 8900	5900[1] (11) 8700	6200 (11) 9000	6600 (11) 9400	6400[2] (11) 9200	7600 (11) 10,400	H, M-S, 50%	L.I. $300 after 35 yrs.; [1]B.S. + 15, B.S. + 45: 6300 (11) 9100, B.S. + 60: 6500 (11) 9300; [2]M. + 15.
PATCHOQUE (7421)	6300 (12) 10,101	262, 263, 273, 263, 295, 307, 319, 332, 345, 359, 374, 389	6825 (12) 10,924	6562[1] (12) 10,504	7098 (12) 11,361	7676 (12) 12,288	7381[2] (12) 11,815	8634 (12) 13,822	H, M-S, M-M, L, 50%	P.T.E. full credit to 8 yrs. 1/2 credit 8 + yrs.; L.I. after 5 yrs. on s. 13, move to s. 18,300 inc.; [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

NEW YORK

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PORT WASHINGTON (6387)	6300 (14) 9240	5 @ 378, 3 @ 150, 6 @ 100	6600 (14) 9540	6900[1] (14) 9840	6930 (14) 11,781	7560 (14) 12,600	8190[2] (14) 13,356	8820 (14) 13,986	N.Y.S.H.P., 3.96	L.I. 20 & 25 yrs. @ $100; [1]B.A. + 60; [2]M.A. + 60.
ROME (10,915)	5700 (11) 8650	9 @ 250, 300, 400	6000[1] (12) 9450		6300[2] (13) 10,200				(N.Y.S.) health 3.96	$150 add. for M.A. degree or 15 hrs. above training level. [1]5th yr.; [2]6th yr.
SCHENECTADY (12,500)	5900 (12) 9200	9 @ 250, 300, 350, 400			6400 (14) 10,400				H, M-S, M-M, 60%	
SEWANHAKA (11,905)	6350 (14) 10,690	200, 300, 4 @ 310, 4 @ 320, 4 @ 330			6950 (15) 11,630	7450 (16) 12,470		7950 (16) 13,310	H, M-S, M-M, appr. 40%	L.I. 21, 26, $200.
ST. JAMES (9350)	6210 (15) 11,799	311, 310, 342, 341, 373, 372, 2 @ 373, 372, 404, 403, 2 @ 404, 403, 404	6831 (15) 12,420	6410[1] (15) 11,999	7131 (15) 12,720	7731 (15) 13,320	7431[2] (15) 13,020	8631 (15) 14,220	H, M-S, M-M, 50%	L.I. $500 25, 30 yrs.; [1]B.A. + 15; [2]M.A. + 15.
SYRACUSE (33,000)	5600 (12) 8800	10 @ 260, 2 @ 300	6005 (12) 9205	6410[1] (13) 9810					H, M-S, 50%, M-M, 100%	[1]B.A. + 60. Note: Add. 200 for M.A., 700 for doctorate; L.I. 20, 26 yrs. @ 200.
UTICA (15,325)	5600 (12) 8900	2 @ 250, 400, 2 @ 250, 400, 6 @ 250	5900 (12) 9200	5750[1] (12) 9050	6100 (13) 9750	6400 (13) 10,050	6250[2] (13) 9900	7100 (13) 10,750	H, 50%, M-M, 100%	L.I. $100, 25th yr.; 2 part schedule (probationary & career tchr.; merit automatic in 14th yr.), new candidate with M.A. (min. 6100); P.T.E. full credit; [1]B.S. + 15; [2]M.A. + 15.
VESTEL (7538)	5800 (11) 8600	10 @ 250, 1 @ 300	6300[1] (14) 10,000	6000[2] (13) 9400	6500[3] (15) 10,500	6800 (16) 11,100	7000[4] (16) 11,300	7200[5] (16) 11,500	M-S, 3.96, M-M, 8.65, F.I.C.A. .044	L.I. $500, 25 yrs.; [1]or M.A.; [2]B.A. + 15; [3]B.A. + 45 or M.A. + 15; [4]M.A. + 45; [5]M.A. + 60.
WAPPINGERS CENTRAL (10,392)	6200 (16) 10,800	2 @ 250, 300, 260, 270, 280, 290, 9 @ 300	6700 (16) 11,300	6450[1] (16) 11,050	6850 (16) 11,450	7350 (16) 11,950	7600[2] (16) 12,200	7850[3] (16) 12,450	N.Y.S. G.H.I. 3.96-8.65	P.T.E. full credit max. 10 yrs.; [1]B.A. + 15; [2]M.A. + 45; [3]M.A. + 60.
WEBSTER (7201)	6000 (10) 9360	4 @ 300, 6 @ 360	6510 (12) 10,590	6765[1] (13) 11,205	7020[2] (14) 11,820	7275[3] (15) 12,435	7530[4] (16) 13,050		H, M-S, M-M, 50% up to 3 yrs. SVC., 100% beyond	Add. $300 for M.A. degree, $500 for doctorate; $100 for tenure; [1]B.A. + 45; [2]B.A. + 60; [3]B.A. + 75; [4]B.A. + 90.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW YORK	W. BABYLON (7234)	6300 (13) 10,395	13 @ 315	6930 (15) 11,655	6615[1] (14) 11,025	7245 (15) 11,970	7875 (15) 12,600	7560[2] (15) 12,285	8505 (15) 13,230	H, M-S, M-M, A.U.	P.T.E. full credit max. 8 yrs.; L.I. 20, 25 yrs. $500; [1]B.A. + 15; [2]M.A. + 15.
	W. ISLIP (8690)	6500 (14) 11,277	7 @ 325, 357, 358, 357, 358, 357, 358, 357	7150 (14) 11,927	6825[1] (14) 11,602	7475 (14) 12,252	8125 (14) 12,902	8450[2] (14) 13,227	8775[3] (14) 13,552	H, M-S, M-M, 6.95-11.65	L.I. 20, 25, 30 yr. $357; [1]B.A. + 15; [2]M.A. + 45; [3]M.A. + 60.
	W. SENECA (9000)	5800 (13) 9570	13 @ 290	6250 (13) 10,020	6700[1] (13) 10,470	6380 (13) 10,150	6830 (13) 10,600		6960 (13) 10,730	H. $270	L.I. 3% B.A. min. 21, 26 yrs.; [1]B.A. + 60.
	WHITE PLAINS (8775)	6200 (12) 10,500	2 @ 300, 600, 3 @ 300, 2 @ 400, 300, 2 @ 400, 300	6800 (13) 11,400	6500[1] (12) 10,800	7000 (14) 11,900	7600 (15) 12,800	7900[2] (15) 13,100	8500 (17) 14,300	M-M, comprehensive 25%	P.T.E. full credit max. 10 yrs.; L.I. 25 yrs. $150; [1]B.A. + 15; [2]M.A. + 45.
	YONKERS (AFT) (28,927)	5900 (12) 10,000	3 @ 300, 600, 5 @ 300, 500, 2 @ 300		6150[1] (12) 10,250	6400[2] (14) 11,300	6900[3] (14) 11,800	7400[4] (14) 12,300	10,300 (7) 12,800	N.Y.S. plan	[1]B.A. 15; [2]also B.A. + 30; [3]or B.A. + 60; [4]M.A. + 60.
NO.CAROLINA	BURLINGTON (9566)	4527 (14) 6246			STATE SALARY SCHEDULE	4824 (15) 6867				None	
	BUNCOMBE (19,181)				STATE SALARY SCHEDULE (See Burlington)						
	RANDOLPH (11,260)				STATE SALARY SCHEDULE						
	ROBESON CO. (15,107)				STATE SALARY SCHEDULE						
	CHARLOTTE (76,889)	5252 (13) 7719	180, 179, 239, 187, 201, 189, 189, 207, 198, 207, 226, 207, 50			5708 (14) 8557				None	L.I. $100, 21 + yrs. ex.; Add.: 925 earned doctorate.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NO. CAROLINA	DURHAM (14,000)	4977 (12) 6952	130, 139, 188, 151, 169, 151, 173, 170, 161, 172, 190, 171			5303 (13) 7647			*		*$100 per mo. for earned doctorate above M.A. scale. State schedule & local supplements from $325-533/B.A. & $345-$590/M.A.
	GOLDSBORO (8430)	STATE SALARY SCHEDULE									
	GREENSBORO (29,931)	5177 (14) 7541	148, 150, 154, 160, 202, 163, 160, 178, 169, 214, 197, 181, 153, 135				5522 (15) 8278			None	
	GREENVILLE (6000)	4832 (12) 6662	139, 129, 148, 139, 166, 139, 148, 166, 148, 166, 185, 157			5165 (13) 7354				None	
	HIGH POINT (12,250)	5244 (13) 7557	172, 171, 181, 181, 199, 181, 181, 199, 190, 199, 218, 199, 42			5550 (14) 8237					*$100 per mo. added for doctorate.
	NORTHAMPTON	STATE SALARY SCHEDULE									
	RALEIGH	5069 (12) 7020	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166			5485 (13) 7505					
NO. DAKOTA	BISMARCK (6985)	5400 (10) 8100	10 • 270		5670[1] (11) 8640	5940 (11) 8910	6480[2] (11) 9450	6210[3] (11) 9180			[1]B.A. + 16; [2]M.A. + 32; [3]M.A. + 16. Note: $150 bonus after 3 yrs. or 6 s.h., $100 after 2 yrs. + 4 s.h., $50 after 1 yr. + 2 s.h.
	FARGO (10,000)	5300 (13) 8162	106, 106, 424, 4 • 265, 4 • 212, 2 • 159	5830 (13) 9116	5565[1] (13) 8639	6095 (13) 9593	6625 (13) 10,600			H, 6.74	[1]B.A. + 15.
	MINOT (AFT) (10,367)	5300 (10) 8480	10 • 318	5894[1] (10) 9074	5745[2] (10) 8925	6042 (10) 9222	6636[3] (10) 9816	6487[4] (10) 9667	*	H, 6.25, M-S, 3.85, L, 2.01	*Consideration being given to 6 yr. specialist & Doctor's degree category; P.T.E. 6½ increments max.; [1]B.A. + 32; [2]B.A. + 24; [3]M.A. + 32; [4]M.A. + 24; P.G.R. in-service credit.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

OHIO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
AKRON (50) CINCINNATI (50) CLEVELAND (50) COLUMBUS (50) DAYTON (50) TOLEDO (50)										
ALLIANCE CITY (6431)	5100 (13) 7548	4 • 153, 9 • 204	5355 (13) 8140	5304 (13) 7956	5406 (13) 8325	5508 (13) 8703	5457 (13) 8513		H, $88	[1]B.A. + 24
ASHTABULA	5590 (13) 8177	13 • 199		5892[1] (13) 8726	6050 (13) 8975	6213[2] (13) 9203	6377[3] (13) 9445		H, fully, M-S, M-M, paid	[1]B.S. + 20; [2]M.A. + 10; [3]M.A. + 20.
BARBERTON (7404)	5600 (12) 8040	10 • 200, 2 • 220	5900 (12) 9060	5750 (12) 8550	5950 (12) 8990	6250 (12) 10,010	6100 (12) 9500		H, M-S, M-M, 10.26-27.21 per mo., L, $2000	P.T.E. full credit max. 10 yrs.; L.I. 20 yrs.
BEAVERCREEK (7191)	5800 (11) 8671	11 • 261	6061 (12) 9193		6322 (13) 9715				H, M-S, M-M, 100%	P.T.E. full credit max. 8 yrs.
BEDFORD CITY (7016)	5600 (12) 9050	216, 209, 208, 9 • 313	5700[1] (14) 9780		5800 (14) 9884				None	[1]B.A. + 36
CANTON CITY (22,059)	5700 (11) 9778	3 • 171, 228, 3 • 285, 2 • 342 2 • 399		5871[1] (11) 9120	6040 (12) 9804		6270[2] (12) 10,260			P.T.E. max. 7 yrs. full credit; [1]B.A. + 16; [2]M.A. + 16. L.I. $300 • 20, 25, 30 (consecutive yrs. in dist.); $200 state allowance should be added to each scale.
CLEVELAND HGHTS.-UNIV. HGHTS. (13,254)	5810 (13) 9100	4 • 200, 2 • 300 3 • 200, 2 • 300 2 • 400	6000[1] (13) 9500	5900[2] (13) 9300	6200 (13) 10,850	6800 (13) 11,450	7000[3] (13) 11,650	7200 (13) 11,850	Retirement 12%	[1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 40; also (6400-11,050) M.A. + 10, (6600-11,250) M.A. + 20.
ELYRIA (12,405)	5400 (13) 8585	160, 220, 3 • 215, 8 • 270	5615[1] (13) 8930	5510[2] (13) 8760	5830 (13) 9270	6155 (13) 9785	6265[3] (13) 9960	6695 (13) 10,645	H, 100%, M-S, 100%	Note: Add. $200 state allowance to all schedules; [1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 40; Also: (5940-9445) M.A. + 10, (6050-9620) M.A. + 20.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

OHIO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
EUCLID (11,228)	5400 (13) 9190	245, 240, 245, 240, 540, 2 • 245, 240, 245, 540, 240, 245, 280	5725[1] (13) 9475	5560[2] (13) 9315	5885 (14) 10,340	6320[3] (14) 10,775	6100[4] (14) 10,555	7010 (14) 11,950	H, M-S, 100%	P.G.R. 6 s.h. every 5 yrs.; Add.: $200 to all schedules; [1]B.A. + 24; [2]B.A. + 12; [3]M.A. + 24; [4]M.A. + 12.
FINDLAY (8579)	5160 (16) 7080	16 • 120	5266 (16) 7346	5395[1] (16) 7555	5524 (16) 7764	6262 (16) 8662	6676[2] (16) 9156	7140[3] (16) 9700	None	Add. $200 (state allowance); [1]B.A. + 45; [2]M.A. + 45; [3]M.A. + 60; also: (5898-8218) M.A. + 15.
FREMONT (5847)	5480 (13) 8010	3 • 190, 175, 2 • 190, 5 • 200, 195, 200	5640[1] (14) 8370	5560[2] (13) 8090	5795 (13) 8525		5875[3] (13) 8605		None	[1]5th yr.; [2]B.A. + 15; [3]M.A. + 15.
GARFIELD HEIGHTS (6627)	5300 (13) 8900	4 • 200, 400, 3 • 200, 300, 600, 3 • 300			5500 (16) 10,300					
HAMILTON (15,770)	5200 (12) 7600	12 • 200	5500 (13) 8360	5700[1] (14) 8780	5600 (14) 8680	5800 (14) 8880			M-M, 100%	[1]B.S. + 60; L.I. $200 • 20th yr.
KETTERING CITY	5725 (14) 8435		6098[1] (15) 9277	5911[2] (15) 8995	6284 (15) 9559	6684[3] (15) 9959	6484[4] (15) 9759	6884[5] (15) 10,159	H, M-S, M-M, 75% for employee	[1]B.A. + 35; [2]B.A. + 18; [3]M.A. + 36; [4]M.A. + 18; [5]M.A. + 54. L.I. $100 every 5th yr. beyond 15.
LAKEWOOD (9820)	5700 (16) 8800	2 • 100, 300, 13 • 200	6000 (16) 10,700		6300[1] (16) 11,300				H, 9.10 per mo., M-S, 3.80, M-M, 1.29, app. $170 per yr.	Add. $100 teacher orientation 1st wk. of school; [1]B.A. + 60.
LANCASTER (8076)	5100 (15) 7295	150, 140, 150, 3 • 145, 150, 2 • 145, 150, 140, 150, 2 • 145, 150	5305 (15) 8110	5200[1] (15) 7700	5405 (15) 8515	5510 (15) 9130		5610 (15) 10,200	None	Add. $200; [1]B.A. + 15.
LIMA (10,983)	5050 (15) 7300	15 • 150	5250 (15) 7500	5150[1] (15) 7400	5500 (16) 8220	5700 (16) 8420	5600[2] (16) 8320		None	[1]B.A. + 15; [2]M.A. + 15.
LORAIN (16,752)	5600 (13) 8350	175, 181, 187, 194, 201, 208, 215, 223, 230, 248, 247, 255, 196		5840[1] (13) 8722	6080 (13) 9004	6560 (13) 9838	6320[2] (13) 9466	6800 (13) 10,582	None	P.T.E. 5 yrs. full credit; [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

OHIO

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MAD RIVER (6622)	5590 (12) 8290	12 @ 225	5800 (13) 8790		6010 (14) 9300	6200 (14) 9560				P.T.E. max. 3 yrs. full credit.
MANSFIELD (12,649)	5200 (12) 8252	4 @ 312, 4 @ 260, 3 @ 208, 1 @ 140	5403 (12) 8804		5538 (12) 9168					Add. $200.
MENTOR (9452)	5400 (12) 8640	12 @ 270		5508[1] (12) 9072	5832 (14) 10,368	6048 (14) 11,340	6156[2] (14) 11,826	6480 (14) 12,528	H, M-S, $12.90	P.T.E. max. 8 yrs. full credit; [1]B.A. + 15; [2]M.A. + 45; Also: M.A. + 15 (5940-10,854).
SANDUSKY (6439)	5400 (15) 8235	15 @ 189	5778 (15) 8613	5589[1] (15) 8424	5994 (15) 9234					[1]B.A. + 15.
S. EUCID-LYNDHURST (8830)	5500 (13) 9100	2 @ 200, 2 @ 300, 600, 5 @ 300, 3 @ 200	6000 (13) 9900	5800[1] (13) 9500	6000 (14) 10,300	6500 (14) 10,800	6250[2] (14) 10,550		Blue Cross + medical-mutual, 11.85 (100%)	P.T.E. max. 5 full yrs. + 5 yrs. @ 1/2 cred.; [1]B.A. + 18; [2]M.A. + 15; Also: (5650-9250) B.A. + 9.
STRUTHERS (3414)	5600 (12) 8960	12 @ 280		5880[1] (13) 9520	6160 (14) 10,080				None	[1]B.A. + 18.
SYLVANIA (7418)	5500 (12) 8025	7 @ 200, 205, 215, 225, 235, 245		5700[1] (12) 8225	6100 (12) 8760	6500[2] (12) 9160	6300[3] (12) 8960	6700 (12) 9360	H, M-S, 64.44	L.I. $240 @ 11th yr.; [1]B.A. + 15; [2]or 6th yrs. specialist; [3]M.A. + 15.
WARREN (14,322)	5700 (15) 8835	8 @ 171, 4 @ 228, 3 @ 285		5871[1] (15) 9120	6042 (15) 9975	6270 (15) 10,260			None	P.T.E. max. 5 yrs.; [1]B.A. + 18; P.G.R. 4, 7, 10, 13 yr. 3 s.h.
WICKLIFFE (4467)	5700 (13) 9000	3 @ 200, 2 @ 300, 5 @ 250, 300, 250, 300	5900[1] (14) 9600	5800[2] (13) 9150	6000 (15) 10,400	6200[3] (15) 10,600	6100[4] (15) 10,500			[1]B.A. + 20; [2]B.A. + 10; [3]M.A. + 20; [4]M.A. + 10.
YOUNGSTOWN (26,325)	5000 (17) 8300	16 @ 200, 1 @ 300			5300 (17) 8900				None	Super max. 2 add. inc. of $200 beyond M.A., earned doctorate 2 add. inc. of $200 beyond super max. or (9700).

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
OHIO	ZANESVILLE (7956)	5500 (11) 7500	4 @ 150, 7 @ 200	5700[1] (11) 8000	5600[2] (11) 7700	5800 (12) 8800	6100 (12) 9100	5950[3] (12) 8950	6500 (12) 9800	H, M-S, 7.68 per mo.	[1]B.A. + 150 hrs.; [2]B.A. + 139 hrs.; [3]M.A. + 15.
OKLAHOMA	OKLAHOMA CITY (50)										
	TULSA (50)										
	PONCA (6365)	5500 (12) 6900	0, 3 @ 200, 8 @ 100			5900 (12) 7300			6300 (12) 7700	M-S, 6.00	
OREGON	PORTLAND (50)										
	COOS BAY (6080)	5700 (10) 8124	3 @ 288, 252, 251, 3 @ 228, 204, 168	6048[1] (11) 8736		6276 (12) 9228		6552[2] (13) 9672		M-M, $8 per mo.	P.T.E. full credit up to 2 yrs. then one step for every 2 yrs. (max. 8 yrs. (step 5); [1]5 yrs.; [2]M.A. + 45.
	CORVALLIS S.D. #5095 (7400)	5700 (14) 8525	100, 113, 3 @ 213, 211, 215, 6 @ 213, 268			6108 (17) 10,163					P.T.E. full credit; P.G.R. 6 s.h. every 3 yrs.
	DAVID-DOUGLAS (9738)	5700 (12) 8200	2 @ 100, 2 @ 200, 2 @ 300, 5 @ 200, 1 @ 300		5900[1] (13) 8900	6100 (14) 9700		8400[2] (8) 10,300	None		[1]B.A. + 45; [2]M.A. + 45.
	DOUGLAS CO. (ROSEBURG) (6834)	5400 (12) 8316	12 @ 243		5643[1] (13) 8802	5886 (14) 9288					P.T.E. full credit max. (6 yrs.) ea. add. yr. one increment, max. 7th step; [1]B.A. + 45.
	EUGENE (21,098)	5800 (12) 8874	2 @ 232, 361, 9 @ 261			6264 (14) 10,266		7366[1] (11) 10,556			P.G.R. 8 term hrs. every 3 yrs.; P.T.E. full credit (max. 9 yrs.); [1]M.A. + 45.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
OREGON	KLAMATH CO. (7000)	5800 (12) 8200	12 • 200	6000 (12) 8400	5900[1] (12) 8300	6400[2] (15) 9400	6600 (15) 9600	6500[3] (15) 9500		None	[1]B.S. + 15; [2]or B.S. + 90; [3]M.S. + 15; Also: (6100-8700) 12/B.S. + 45, (6700-9700) 15/M.S. + 45.
	LANE CO. (EUGENE) (21,228)	5800 (12) 8874	2 • 232, 10 • 261			6264 (14) 10,266		7366[1] (11) 10,556		None	Note: 235-day schedule computed • 3/4 basic pay (5800) for 45 days. [1]M.A. + 45.
	LINCOLN CO. (NEWPORT) (5940)	5800 (10) 7975	5 • 232, 215, 4 • 200	5916 (11) 8175		6032 (13) 8275					
	MEDFORD (9800)	5600 (12) 8624	12 • 252	5853 (13) 9129		6106 (14) 9634					Merit rating $250-$1000.
	SALEM (20,453)	5700 (14) 8520	168, 240, 300, 252, 264, 276, 216, 222, 234, 240, 162, 78, 2 • 84		5928[1] (14) 8940	6156 (14) 9660		6498[2] (15) 10,320			P.T.E. full credit max. 12 yrs.; [1]B.A. + 45; [2]M.A. + 45.
	SPRINGFIELD (9516)	5850 (10) 7400	50, 100, 400, 3 • 200, 4 • 100		5950[1] (11) 8250	6250 (11) 9350		7900[2] (7) 10,350		None	[1]5th yr.; [2]M.A. + 45.
PENNSYLVANIA	PHILADELPHIA (50) PITTSBURGH (50)										
	ALLENTOWN (18,306)	5300 (12) 8900	12 • 300	5500[1] (12) 9100	5400[2] (12) 9000	5600 (14) 9600	6000 (14) 10,000	5800[3] (14) 9800	6300 (14) 10,300	H, M-S, M-M, 100% after 1 yr.	[1]B.A. + 24; [2]B.A. + 12; [3]M.A. + 15.
	ALTOONA (14,000)	5000 (8) 7100	8 • 300			5300 (8) 7700			5900 (9) 8600	H, M-S, M-M, L, 100%	L.I. 15, 20 yrs. $200. Note: $200 ex. 10 credits above M.A. or B.A. + 30 (one adj. per yr.).

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

PENNSYLVANIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
BALDWIN-WHITEHALL (8695)	5300 (10) 8321	9 @ 318, 1 @ 159		5459[1] (10) 8480	5618 (11) 9116		5777[2] (11) 9275		Hlth. & accident $90	L.I. $159, 15, 20, 25, 30, 35; [1]B.A. + 15; [2]M.A. + 15.
BETHLEHEM (16,080)	5400* (14) 8800*	5 @ 300, 2 @ 200, 3 @ 300, 200, 3 @ 100			5800 (16) 9400				H, 3.65 per mo., M-S, 1.88 per mo., M-M, 1.16 per mo., L, .46 per mo.	L.I. 20, 25, 30 yrs. @ 100. *B.A. + 15 max. 9000, M.A. + 15 max. 9600, 30 max. 9800, 45 max. 10,000, doctorate max. 10,600.
BRADFORD (6300)	5300* (8) 7700	8 @ 300			5600* (9) 8300				M-M, 100%	Merit increases $100. *50% to $25 for additional graduate credits.
CARLISLE	5100 (13) 8600	9 @ 300, 4 @ 200			5700 (13) 9200	6300 (13) 9800		6900 (13) 10,400	H, M-S, M-M, A.U.	Add. 600 for M.A.; L.I. 25 yrs. (12 in dist.) $200.
CHARTIERS VALLEY S.D. (PITTSBURGH) (6460)	5500 (11) 8100	100, 5 @ 300, 4 @ 200			5700 (12) 8800			6500 (14) 10,500	H, 5.35 per mo., M-S, 1.88 per mo., M-M, .88 per mo.	
CHELTENHAM TWSP. (ELKINS PK.) (6722)	5600 (9) 8300	9 @ 300			5900 (12) 9300	6300[1] (18) 10,900	6100[2] (16) 10,300	6508 (16) 11,100	H, M-S, 5.38 per mo., M-M, 1.29 per mo.	Merit increment $400 (every 3 yr. period); [1]M.A. + 36; [2]M.A. + 24; Also: M.A. + 12 (6000-9800) 14.
COATESVILLE	5300 (10) 8613	329, 334, 318, 334, 329, 334, 328, 334, 329, 334		5512[1] (11) 9153	5724 (12) 9858	6148 (13) 10,971	5936[2] (12) 10,070		H, 100%, M-M, A.U.	Note: Add. $300 for M.A. in field; [1]B.A. + 15; [2]M.A. + 15.
EASTON (9474)	5400 (15) 9000	7 @ 300, 8 @ 200		5600[1] (15) 9200	5800 (15) 9800	6000 (15) 10,100	5900[2] (15) 9900	6300 (15) 10,700	H, M-S, M-M, 100%	[1]B.A. + 15; [2]M.A. + 15.
ERIE (22,501)	5800 (9) 8725	9 @ 325	6300 (9) 9225	6200[1] (9) 9125	6600 (10) 9850	6900 (10) 10,150		7000 (10) 10,250	H, up to 17 per day, M-S, $300 cov., M-M, 10,000 cov., L, 1000 policy (approx. 12.81 total)	L.I. $100, 25 yrs.; [1]B.A. + 24.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

PENNSYLVANIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FALLSINGTON (12,202)	5300 (10) 9565	300, 400, 360, 382, 405, 429, 455, 482, 511, 541		5500[1] (10) 9882	5800 (10) 10,358	6400 (11) 11,996	6200[2] (11) 10,998		H, M-S, M-M, L, 100%	P.T.E. full credit max. 8 yrs.; [1]B.A. + 15; [2]M.A. + 20; Ph.D. add. 500 to M.A. + 30.
HAMPTON TWSP. (ALLISON PK.) (300)	5300 (13) 9100	12 @ 300, 1 @ 200			5300 (15) 9900	5600 (15) 10,200			M-M, 1.60, L, 2.40	P.T.E. full credit max. 5 yrs.
HARRISBURG (13,663)	5300 (12) 9116	12 @ 318	5618 (12) 9434	5512[1] (12) 9328	5724 (12) 9540	6042 (12) 9858	6148[2] (12) 9964	6784 (12) 10,600	M-M, 6.96	[1]B.A. + 20; [2]M.A. + 40.
HAZLETON (11,529)	5000 (10) 7800	2 @ 300, 100, 7 @ 300			5600 (10) 8400	6200 (10) 9000	5900[1] (10) 8700	6800 (10) 9600	H, M-S, M-M, 8.76	P.T.E. full credit (to max.); [1]M.A. + 15.
MCKEESPORT (10,795)	5000 (12) 8400	11 @ 300, 1 @ 100		5150[1] (12) 8550	5300 (13) 9000	5500 (13) 9200	5400[2] (13) 9100	5900 (13) 9600	H, 2.95, M-M, .49, L, 1.43	L.I. $200, 30 yrs. +; [1]B.A. + 15; [2]M.A. + 15.
MILLCREEK TWSP. (7683)	5400[1] (9) 8100*	9 @ 300			6200 (9) 8900				H, M-S, M-M, L, 2/3	10,000 max. for doctorate; L.I. 100 for 25th yr. & beyond. *Inc. of $300 between 9-19 yrs.
MT. LEBANON (8332)	5600 (14) 9320	4 @ 300, 6 @ 360, 3 @ 0, 360			5900 (19) 9980	6200 (24) 10,640		6800 (29) 11,600	M-M, A.U.	
NESHAMINY (LANGHORNE) (12,550)	5500 (11) 9500	5 @ 300, 6 @ 400	5995 (11) 9995	5830[1] (11) 9830	6325 (11) 10,325	6820 (11) 10,820	6655[2] (11) 10,655	7485 (11) 11,485	H, M-S, M-M, A.U.	[1]B.A. + 20; [2]M.A. + 20.
PENN HILLS (13,154)	5200 (14) 8700	3 @ 300, 500, 4 @ 300, 500, 200, 4 @ 0, 200			5600 (19) 9300	6000 (24) 9900	5800[1] (19) 9500	6600 (29) 10,700	H, C9.00 per yr., M-M, 15,000 cov., L, 2500 cov.	Note: All tchrs. who reach 60 before 9-1, add. $200; [1]M.A. + 15.
PITTSTON (4625)	5100 (8) 7500	8 @ 300			5700 (8) 8100				H, $100	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PENNSYLVANIA	READING (14,325)	5500 (12) 9100	12 @ 300			5800 (12) 9700				H, M-S, M-M, 83.00, L, 8.00	Add. $300 for B.A. + 24; $500 for B.A. + 30.
	SCRANTON (17,197)	5800 (10) 8000	10 @ 300			5000 (10) 8500					P.T.E. full credit max. 10 yrs.; earned doctorate $600.
	SHARON (4775)	5000 (9) 7700	9 @ 300			5000 (10) 8300				H, 5.60, M-S, 1.88, M-M, 1.08	$100 ea. 3 s.h. beyond degree (max. 33 hrs.).
	STATE COLLEGE AREA (7075)	5100 (10) 8160	10 @ 306	5635[1] (12) 9307	5278[2] (10) 8338	5457 (12) 9129			6171 (15) 10,761	H, 50.40, M-S, 22.56, M-M, 11.76, L, 15.46 ($5000)	[1]B.A. + 45; [2]B.A. + 15.
	UPPER DARBY (10,112)	5700 (10) 8750	2 @ 300, 500, 6 @ 300, 150			6100 (9) 9800	6500 (9) 10,650	6700 (10) 11,225	6900 (10) 11,800	H, M-S, M-M, 75%	Increments (special $200 8 yrs. exp.; incentive 200 3 yrs. exp.). P.G.R. $200; L.I. $400, 16, 21 yrs.; M.A. + 45.
	W. MIFFLIN (6780)	5300 (13) 7900	2 @ 100, 200, 300, 200, 400, 3 @ 300, 4 @ 100			5600 (16) 8500				H, 100%, L, ($200/) 100%, surgical 100%	L.I. $200, 20 yrs., earned doctorate $500, residence allowance $200, sick leave transfer max., 30 days.
	WILLIAMSPORT (10,765)	5400 (9) 8100	9 @ 300			5400 (10) 8700				H, 4.60, M-S, 1.88, L, 1.94	
	YORK (9804)	5200 (13) 9100	13 @ 300			5600 (14) 9800			6000 (15) 10,500	H, M-S, M-M, 91.20	P.T.E. full credit.
RHODE ISLAND	NEWPORT (6006)	5500 (10) 8100	2 @ 100, 8 @ 300							L, 6% (state retirement) survivor benefit 1½% to 4800	P.T.E. full credit max. 5 yrs. Note: B.A. + 36 = base + $300; master's = base + $600; M.A. + 36 = base + $900; doctorate = base + $1100.
	PAWTUCKET (AFT) (11,111)	5400 (9) 8200	7 @ 300, 2 @ 350							H, M-S, M-M, (app.), 8.00 per mo.	Note: $400 M.A., $250 M.A. + 30, $250 doctorate.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
RHODE ISLAND	PROVIDENCE (AFT) (27,000)	5900 (10) 8800	9 • 300, 200							H, M-S, M-M, $240, diag. cov., 3.65 per mo.	L.I. $100, 20 yrs., $200, 25 yrs. Note: M.A. $500, Ph.D. $850.
	WARWICK (2997)	5600 (9) 8300	9 • 300							H, M-S, 4.95-13.35, M-M, A.U.	L.I. 15, 20, 30, $200. Note: B.A. + 30, $200 add.; M.A. 500 add.; M.A. + 15, 700 add.; Ed.S. 1000 add.; Ph.D. 1200 add.
SO. CAROLINA	ANDERSON (12,244)	5304 (16) 6596	3 • 72, 96, 180, 72, 96, 72, 84, 168, 96, 72, 84, 72, 0, 84		5520[1] (16) 6924	5988 (16) 7596			7668 (16) 9252	H, 100%, M-S, 100%	[1]B.A. + 18
	CHARLESTON (11,823)	5061 (14) 6351	81, 131, 4 • 81, 128, 6 • 81, 140		5292[1] (14) 6719	5676 (14) 7446					Note: Salary based on N.T.E. score (figures show 500 +). [1]B.A. + 18.
	COLUMBIA (32,769)	5232 (12) 6372	84, 108, 84, 2 • 96, 108, 84, 2 • 96, 108, 96, 84		5376[1] (12) 6708	5700 (14) 7608				H, 5.15 per mo., 7.20-9.40 per $1000 annually	P.G.R. 6 s.h. each of 4, 5-yr. periods on max. (3 • 132, 124). [1]B.A. + 18.
	GREENWOOD (9817)	5066 (14) 6270	14 • 86		5331[1] (14) 6535	5759 (14) 7161				None	L.I. 19, 24 • 50; [1]B.A. + 18.
	GREENVILLE (53,950)	5351 (14) 6595	81, 106, 4 • 81, 111, 6 • 81, 136		5606[1] (14) 6870	6044 (14) 7906				H, M-S, M-M, 100%	[1]B.A. + 18; L.I. 18, 22 • 25 & 50.
	OCONEE CO. (WALHALLA) (9197)	5076 (14) 6459	2 • 99, 98, 4 • 99, 98, 5 • 99, 98		5350[1] (14) 6734	5812 (14) 7410			5277* (14) 7221		[1]B.A. + 18 *State scale only (county supplement unavailable).

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
SO. DAKOTA	PORTSMOUTH CITY (6319)	5000 (11) 7200	11 • 200	5200 (11) 7675		5500 (12) 8500				Under consideration	
	RAPID CITY IND. S.D. #1 (12,382)	5300 (10) 7950	10 • 265			5830 (12) 9010	6360 (14) 10,070		7420 (14) 11,130	H, M-S, 100%	P.T.E. full credit max. 6 yrs., 3 yrs. max. if experience was gained in non-accredited school.
	SIOUX FALLS (18,000)	5200 (11) 7800	2 • 130, 9 • 260			5720 (13) 8840	6240 (15) 9880			M-S, 3.66 per mo.	P.T.E. full credit to 5 yrs.
TENNESSEE	MEMPHIS (50)										
	CARTER CO.	4650* (15) 5400				4920 (15) 5760					*Schedule includes $250 county supplement.
	CHATTANOOGA (27,119)	5170 (12) 6850	4 • 160, 4 • 140, 4 • 120			5330 (12) 7250		5410[1] (12) 7450	5490 (12) 7650		Schedule 1966 to present; L.I. $50 in 17th yr.; P.T.E. full credit. [1]M.A. + 45 q.h.
	GIBSON CO. (5654)	5060 (15) 5922	8 • 57, 7 • 58, (alt.)			5370 (15) 6336				None	
	HAMILTON CO. (29,312)	5250 (15) 7150	150, 3 • 100, 200, 3 • 100, 200, 2 • 100, 150, 2 • 100, 200			5550 (15) 7550		5750[1] (15) 7750	5950 (15) 7850	None	[1]M.A. + 45.
	KINGSPORT (7444)	5550 (17) 7520	2 • 90, 3 • 100, 3 • 110, 3 • 120, 4 • 130, 2 • 140			5750 (17) 8170		5910[1] (17) 8330		None	[1]M.A. + 45.
	NASHVILLE (90,701)	5150 (14) 7313	7 • 155, 7 • 154, (alt.)			5768 (14) 8137	6386 (15) 8858		7004 (16) 9476	H, M-S, M-M, L, 50%	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
TENNESSEE	OAK RIDGE (7560)	5500 (13) 8030	330, 275, 4 • 220, 5 • 165, 2 • 110			5940 (13) 8745	7205 (9) 9405		7810 (8) 10,010	H, 89.40 (100% ind., same dollar amount on family)	
	SEVIER CO. (6077)	4400 (15) 5150	15 • 50			4670 (15) 5510		4830[1] (15) 5670	4990 (15) 5830		Add.: $25 per mo. Co. supplement; [1]M.A. + 45 Q.H.
	SULLIVAN CO. (17,240)	5300 (15) 6635	87, 96, 97, 86, 75, 86, 88, 106, 133, 144, 69, 64, 65, 64, 65			5743 (15) 7331				None	
	WASHINGTON CO. (8200)	4880 (12) 6051	97, 98, 97, 2 • 98, 3 • 97, 2 • 98, 97, 98	5368 (12) 6539	5124[1] (12) 6295	5612 (14) 7661	6100 (14) 8149	6344[2] (16) 8686	7320 (18) 9955	None	[1]B.A. + 15; [2]M.A. + 45.
TEXAS	DALLAS (50) FORT WORTH (50) HOUSTON (50) SAN ANTONIO (50)										
	ARLINGTON I.S.D. (16,665)	5634 (10) 6588	6 • 90, 63, 3 • 117			5940 (19) 7947				L, 100%	P.T.E. full credit.
	BIG SPRING (7013)	5384 (10) 6554	10 • 117			5690 (16) 7562				s.s. 50%, 290.40	
	BIRDVILLE I.S.D. (12,697)	5725 (15) 6904	6 • 117, 8 • 54, 1 • 45				5975 (22) 7913				Note: add. $100 for M.A. + 30 & $25 for each add. hr.
	BRYAN (7593)	4734 (10) 5904	5 • 100, 6 • 225				5040 (16) 6912			None	

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

TEXAS

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ECTOR CO. (24,724)	6000 (12) 7500	12 • 125			6500 (16) 8500	7000 (20) 9500			None	Merit rating.
GALVESTON I.S.D. (12,000)	5354 (10) 6554	10 • 120*			5679 (16) 7554				None	*$120 5 yrs. in system.
HARLANDALE I.S.D. (15,829)	5200 (12) 6354	101, 17, 8 • 117, 0, 100			5500 (18) 7362				None	
HARLINGEN (9691)	4854 (10) 6024	10 • 117			5160 (16) 7032				None	
LAMAR (6498)	5301 (10) 6318	4 • 117, 81, 70, 4 • 72			5607 (16) 7272				None	$240 earned doctorate.
LAREDO (15,474)	4734 (10) 5904	10 • 117			5040 (16) 6912				None	L.I. $110 in 11th yr., 154 in 12th yr. (B.A. scale).
LUBBOCK (33,413)	5400 (13) 7025	13 • 125			5600 (18) 7850	5800 (18) 8050		6000 (18) 8250		P.T.E. full credit.
MESQUITE I.S.D. (14,155)	5434 (10) 6404	77, 2 • 87, 17, 6 • 117			5540 (16) 7412					$500 for doctorate.
NORTHSIDE I.S.D. (13,017)	5328 (10) 6498	10 • 117			5634 (16) 7506				None	
PAMPA I.S.D. (5650)	5600 (10) 6604	2 • 100, 85, 19, 115, 5 • 117			5900 (16) 7612				H, 1.00 per mo.	Add. increment for B.A. + 18 if working toward M.A.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
TEXAS	PASADENA I.S.D. (31,648)	5640 (8) 6910	8 • 160			5865 (12) 8010				None	$200 merit pay to M.A., $10 per. s.h. work to 225 (22½ hrs.), $10 per s.h. work beyond M.A. to $300 (30 hrs.); P.T.E. to 9/61, $54 per yr., after 9/61, $117 per yr.—not to exceed local max.
	PLAINVIEW (6897)	5334 (10) 6504	10 • 117			5640 (18) 7512				None	
	PORT NECHES (6389)	5700 (12) 7500	12 • 150			6000 (17) 8300				None	Add. $500 to M.A. schedule for doctorate.
	SHERMAN (6533)	5200 (10) 6220	3 • 60, 7 • 120			5700 (16) 7500			6700 (16) 8500		
	TEXAS CITY (6572)	5700 (10) 7200	6 • 200, 4 • 100			6000 (17) 8200				None	
	TYLER (15,808)	5500 (10) 6520	2 • 67, 42, 3 • 117, 142, 3 • 117			5806 (18) 7753				None	
	WICHITA FALLS I.S.D. (17,500)	5472 (15) 6912	5 • 144, 5 • 36, 5 • 108			5868 (20) 7884				L, $5000 pol., 100% prem.	L.I. 20 yrs. 252.
UTAH	ALPINE (16,331)	4725 (11) 7939	2 • 100, 556, 142, 331, 330, 3 • 331, 330, 331	4825 (11) 8103		5025 (11) 8505		5125[1] (11) 8741	5325 (11) 9072	Package 288.60, 106.20 per yr.	[1]M.A. + 45.
	BOX ELDER CO. (9014)	5028 (14) 7728	96, 108, 180, 192, 204, 192, 204, 2 • 192, 204, 192, 252, 240, 252	5124 (15) 7968	5232[1] (16) 8220	5340 (17) 8472				H, M-S, M-M, 100%, 256.20 189.60 } Resp. 91.20	Add. $300 to salary for dependent spouse & $48 per child (max. 6); [1]B.S. + 60; P.T.E. full credit max. 5 yrs.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
UTAH	OGDEN (17,753)	5065 (13) 7951	149, 148, 112, 2 • 198, 248, 210, 260, 248, 260, 278, 297, 310	5189 (14) 8384		5486 (14) 8681			6093 (14) 9288	H, M-S, M-M, L., 9.30-24.90	
	PROVO (7,752)	4650 (11) 7812	2 • 100, 358, 4 • 326 & 4 • 325 (alt.)	4850[1] (11) 8138	4750[2] (11) 7952	5050 (11) 8510	5225 (11) 8649	5375[3] (11) 8835	5600 (11) 9114	H, M-S, M-M, 100%	P.T.E. 1/2 credit given; [1]B.S. + 24; [2]B.S. + 14; [3]M.S. + 60.
	SALT LAKE CITY	5040 (10) 6972	2 • 150, 8 • 204	5196 (11) 7332		5484 (13) 8028		5724[1] (14) 8472	6084 (16) 9240	H, M-S, M-M, L., A.U.	[1]M.A. + 45 Q.H.
	TOOELE (6708)	5266 (12) 8084	148, 149, 296, 247, 248, 4 • 247, 248, 2 • 247	5458 (12) 8276	5650[1] (12) 8468	5746 (12) 8564				M-S, 23.40, L, 1.50	[1]B.S. + 55.
VERMONT	BURLINGTON (6323)	5300 (9) 8427	2 • 265, 7 • 371	5724 (9) 8851	5512[1] (9) 8639	5830 (10) 9328			6360 (10) 9805		L.I. .05 after 5 yrs. on max.; [1]B.A. + 15.
VIRGINIA	NORFOLK (50)										
	ACCOMACK (6499)	5300 (13) 6900	6 • 150, 7 • 100								Add.: $500 for M.A. degree.
	ALBEMARLE CO. (7036)	5400 (15) 7500	3 • 100, 12 • 150			5900 (15) 800					
	ALEXANDRIA (15,540)	6000 (13) 9600	3 • 100, 400, 7 • 300, 200, 600			6600 (13) 10,200			7000 (13) 10,600	None	P.T.E. full credit to 10 yrs.; *B.A. + 15, $300; M.A. + 15, $200; L.I. $400 • retirement.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

VIRGINIA

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ARLINGTON (26,066)	5740 (14) 10,470	3 @ 200, 310, 2 @ 300, 400, 410, 3 @ 400, 410, 2 @ 400			6340 (14) 11,080	6750 (14) 11,480		7150 (14) 11,880	H, M-S, M-M, 3.80-10.20 or 2/3 cost	P.T.E. full credit max. 10 yrs.
CHESAPEAKE (25,411)	5200 (15) 7500	14 @ 150, 1 @ 200				5700 (15) 8000			H, M-S, M-M, 4.00	
CHESTERFIELD (24,126)	5500 (15) 7750	15 @ 150			6000 (15) 8250				H, M-S, M, 25%	P.T.E. full credit (in Virginia) or max. of 8 yrs. (outside); add.: $500 for M.A. degree.
DANVILLE (10,261)	5400 (15) 7350	6 @ 100, 9 @ 150			5900 (15) 7850					
FAIRFAX CO. (101,414)	5900 (12) 9735	2 @ 236, 590, 413, 8 @ 295	6490 (15) 11,000	6195[1] (14) 10,620	6785 (16) 11,800	7375 (17) 12,250		7965 (17) 12,700	M-M, 4.48	This schedule is for 9¾ mos., (also: 10-12 mos. schedules); [1]B.A. + 15.
FAUQUIER (6600)	5500 (15) 7500	4 @ 100, 11 @ 150			6000 (15) 8000				None	
LYNCHBURG (11,999)	5300 (12) 7558	159, 164, 170, 2 @ 175, 185, 192, 196, 201, 207, 212, 223							L, state paid	P.T.E. full credit to 20 yrs.; advance degree work; B.A. + 10, $200, B.A. + 20, $400, M.A., $600, M.A. + 10, $800, M.A. + 20, $1000, doctorate, $1200, L.I. $228, 17th yr.
NEWPORT-NEWS (28,957)	5550 (17) 8125	2 @ 139, 277, 144, 145, 2 @ 144, 145, 3 @ 144, 145, 2 @ 144, 145, 2 @ 144			6050 (16) 8625				L, 50%	
PETERSBURG (8514)	5500 (12) 7600	4 @ 150, 300, 5 @ 150, 300, 150								Add. $500 for M.A. degree.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
VIRGINIA	RICHMOND CITY (43,548)	5400 (16) 8500	3 @ 150, 300, 4 @ 150, 300, 3 @ 150, 200, 300, 250, 250			5900 (16) 9000				H, M-S, M-M, 100%, L, 90%	
WASHINGTON	SEATTLE (50)										
	AUBURN (6712)	5600 (9) 7616	9 @ 224	5880[1] (9) 7896	6160[2] (11) 8624	6720[3] (13) 10,360	7000[4] (13) 10,640			None	[1]B.A. + 4½ yrs.; [2]B.A. + 5 yrs.; [3]M.A. or 6 yrs.; [4]M.A. & 7 yrs.
	BELLEVUE S.D. #405 (21,153)	5560 (9) 8173	220, 223, 2 @ 278, 333, 334, 2 @ 389, 169	6116 (10) 9174		6672 (11) 10,508		7228[1] (13) 12,065		Health $10.00 per mo.	[1]M.A. + 45; Add. 556 for doctorate.
	BREMERTON (9020)	5600 (9) 7852	2 @ 250, 251, 4 @ 250, 251, 250	6011 (9) 8263	6217[1] (10) 8830	6834 (11) 9953	7246 (11) 10,365	7451[2] (11) 10,632	*	H, M-S, M-M, 1/2 prem. or $5 (whichever is less)	*Add. 650 to M.A. + 45 for doctorate; P.T.E. full credit to 4 yrs.; [1]B.A. + 45; [2]M.A. + 45.
	CENTRAL VALLEY S.D. #356	5500 (8) 7340	8 @ 230	5820 (8) 7740	5660 (8) 7540	6000[1] (10) 8450	6520[2] (10) 9070	6260[3] (10) 8760	6800[4] (12) 9920	None	Add.: 300 for M.A., 600 for doctorate; P.T.E. full credit (within schedule); [1]5th yr.; [2]5th yr. + 30; [3]5th yr. + 15; [4]6th yr.
	CLOVER PARK S.D. #400 (14,500)	5550 (11) 8115	235, 230, 235, 230, 2 @ 235, 230, 2 @ 235, 230, 235	6195 (12) 9325		6840 (13) 10,590		7480[1] (13) 11,235			[1]M.A. + 45 Q.H.
	EDMONDS S.D. #15 (24,425)	5700 (11) 7866	143, 142, 143, 142, 7 @ 228	7182 (12) 10,032	7410[1] (15) 11,115					None	Add. $255 for master's, $510 for doctorate; [1]5th yr. + 45.
	EVERETT S.D. #2 (12,674)	5600 (10) 8680	10 @ 308	5936 (12) 9632	6272[1] (13) 10,276	6440[2] (13) 10,444	6608[3] (13) 10,612	6776[4] (13) 10,780	6944[5] (13) 10,948	H, 5.90 per mo.	Add. $200 for master's; 400 for doctorate; [1]B.A. + 60; [2]B.A. + 75; [3]B.A. + 90; [4]B.A. + 105; [5]B.A. + 120.
	FEDERAL WAY (10,600)	5600 (10) 8064	6 @ 224, 4 @ 280	6048[1] (12) 9408	6216[2] (12) 9576					None	Add. $280 for master's; $560 for doctorate; [1]B.A. + 45; [2]B.A. + 60. Also: B.A. + 75 (6384-9744) 12; B.A. + 90 (6552-11,088) 13.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

WASHINGTON

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FRANKLIN-PIERCE S.D. #402 (7903)	5500 (9) 8222	5 • 302, 4 • 303 (alt.)	6105 (10) 9130		6710 (11) 10,037	7315 (11) 10,642				
HIGHLINE #401 (28,283)	5600 (9) 7616	4 • 168, 5 • 224	5936 (9) 7952	6104[1] (11) 8960	6328[2] (11) 9184	6776[3] (13) 10,696	7224[4] (13) 11,144	7448[5] (13) 11,368	H, M-S, M-M, 1/2 or $5 of prem.	[1]B.A. + 45; [2]B.A. + 60; [3]B.A. + 90; [4]B.A. + 120; [5]B.A. + 135.
KENNEWICK S.D. #17 (7659)	5700 (9) 6600	9 • 100	6000 (12) 7800	5850[1] (9) 7200	6800 (16) 10,400					P.T.E. full credit max. 5 yrs.; M.A. + • $15 per Q.H.; [1]B.A. + 15.
KENT S.D. #415 (9316)	5000 (10) 7888	4 • 174, 6 • 232		5974[1] (10) 8120	6148[2] (11) 8700	6728[3] (12) 10,034	6496[4] (12) 9686	7018[5] (13) 10,788	Package $10	Add.: $450 for M.A.; $450 for doctorate; [1]B.A. + 15; [2]5th yr.; [3]5 yrs. + 30; [4]5th yr. + 15; [5]6th yr.
LAKE WASHINGTON S.D. #414 (10,363)	5600 (9) 7896	4 • 224, 5 • 280		5880[1] (10) 9128	6216 (11) 10,472		8624[2] (7) 11,984		None	[1]B.A. + 45; [2]M.A. + 45 with 5 yrs. exp.
LONGVIEW (8135)	5500 (9) 7510	200, 210, 220, 6 • 230	5710[1] (9) 7810	5930[2] (10) 8350	6160[3] (11) 9010	6400[4] (12) 9690	6650[5] (13) 10,420		H, M-S, M-M, 18.70	Add.: 600 for master's, 1500 doctorate; [1]B.A. + 22½ Q.H.; [2]B.A. + 45; [3]B.A. + 67½; [4]B.A. + 90; [5]B.A. + 112.
NORTHSHORE S.D. #417 (7234)	5800 (10) 7888	2 • 116, 8 • 232	6148 (11) 9222						Package 1/2 up to $5 per mo.	Add.: $464 for master's.
PASCO (5900)	5650 (5) 6650	5 • 200	6350 (12) 9350		6850 (12) 9850		8200* (12) 11,200		None	P.T.E. full credit 5 yrs. *A max. of 90 Q.H. • $15 per allowed after M.A.
RENTON (13,153)	5800 (10) 8700	10 • 290	6264[1] (12) 9744						None	P.T.E. full credit; [1]B.A. + 45 hrs. Also: B.A. + 22½ (6032-8932), B.A. + 67½ (6496-9976), B.A. + 90 (6728-10,788), B.A. + 112 (6960-11,020), B.A. + 135 (7192-11,252).
RICHLAND S.D. #400 (7449)	5500[1] (7) 6970	7 • 210	5950[2] (12) 8650		6500[3] (14) 10,000				None	[1]Max. of 45 Q.H. • $10 allowed beyond; [2]Max. of 45 Q.H. • $12 allowed beyond; [3]Max. of 90 Q.H. • $15 allowed beyond (all above payed in blocks of 7); P.T.E. full credit.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
WASHINGTON	SHORELINE (16,549)	5600 (6) 6800	6 • 200	5900 (6) 7100	6100[1] (6) 7300	6600 (6) 7800	7050[2] (6) 8250			H, M-S, M-M, $5.00 ea.	P.G.R. 12 Q.H. every 6 yrs.; Add. 500 for doctorate; [1]B.A. + 45; [2]M.A. + 45; L.I. 1 inc. 10, 11th yr.; Note also: scale for exp. and credits 1200 & higher.
	SPOKANE (34,180)	5511 (8) 7478	248, 242, 2 • 248, 243, 2 • 248, 242	6046 (10) 8669		6900 (12) 10,240				Health $5 or 1/2 per mo. whichever is less	Add. $321 for M.A., $642 for doctorate.
	TAKOMA S.D. #10 (35,456)	5716 (10) 8586	10 • 287	6288[1] (11) 9445		6860 (12) 10,304	7432 (13) 11,163			None	[1]B.A. w/min. of 225 Q.H.; [2]M.A. w/min. of 270 Q.H.
	VANCOUVER (14,627)	5600 (8) 7482	2 • 235, 236, 4 • 235, 236		6677[1] (7) 8488	7284 (12) 10,107				None	P.T.E. full credit; [1]Standard certificate.
	WALLA-WALLA S.D. #140 (7000)	5470 (10) 7570	10 • 210	5830 (13) 8755	6300[1] (14) 9800						[1]B.A. + 45; Add. 300 for M.A.
WEST VIRGINIA	BOONE CO. (6998)	4810 (13) 6370	13 • 120		5060[1] (13) 6620	5400 (16) 7320	5900 (19) 8180	5650[2] (16) 7570			[1]B.A. + 15; [2]M.A. + 15.
	BROOKE CO. (6400)	5304 (13) 7416	10 • 168, 3 • 144		5554[1] (13) 7666	5804 (16) 8348	6304 (19) 9280	6054[2] (16) 8598		None	[1]B.A. + 15; [2]M.A. + 15.
	HUNTINGTON CABELL CO. (19,958)	4920 (13) 6740	170, 130, 120, 190, 150, 170, 130, 140, 130, 2 • 120, 130, 120		5170[1] (13) 6990	5550 (16) 7800	6050 (19) 8660	5800[2] (16) 8050		None	[1]B.A. + 15; [2]M.A. + 15.
	KANAWHA CO. (CHARLESTON) (58,552)	5100 (13) 7102	13 • 154		5325[1] (13) 7327	5500 (16) 7964	5950 (19) 8876	5725[2] (16) 8205	6175 (19) 9101		[1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
WEST VIRGINIA	MASON	5100 (13) 6660	13 @ 120		5350[1] (13) 6910	5650 (16) 7570	6150 (19) 8430	5900 (16) 7820		None	[1]A.B. + 15.
	PRESTON CO. (6548)	4500 (13) 6060	13 @ 120		4750[1] (16) 6310	5050 (16) 6970	5550 (19) 7830	5300[2] (16) 7220			[1]B.A. + 15; [2]M.A. + 15.
	PUTNAM (6606)	5000 (13) 6560	13 @ 120		5250[1] (13) 6810	5500 (16) 7420	6000 (19) 8280	5750[2] (16) 7670	6250 (19) 8530		[1]B.A. + 15; [2]M.A. + 15.
	WAYNE CO. (9299)	4700 (13) 6260	13 @ 120		4950[1] (13) 6510	5300 (16) 7220	5800 (19) 8080	5550[2] (16) 7470			[1]B.A. + 15; [2]M.A. + 15.
	WOOD CO. (19,495)	5400 (13) 7220	2 @ 130, 260, 10 @ 130		5650[1] (13) 7470	5900 (16) 8110	6400 (19) 9000	6150[2] (16) 8360			[1]B.A. + 15; [2]M.A. + 15.
WISCONSIN	MILWAUKEE (50)										
	APPLETON JOINT S.D. #10 (9861)	5400* (15) 8598	4 @ 162, 5 @ 216, 6 @ 245	5650 (15) 8848	5550[1] (15) 8748	5800 (17) 9596		5950[3] (17) 9746		M-M, 3.25-9.00, L, .25 per thousand (max. 10,000)	[1]B.A. + 24; [2]B.A. + 15; [3]M.A.+ 15; Add. heads of family, s. 3-5, $200, 6-8, $150, 9, $100, 10, $50. *Jan. '68 scale: (5750-9000) B.A., (5900-9200) B.A. + 15, (6000-9310) B.A. + 24, (6150-10,065) M.A., (6300-10,215) M.A. + 15.
	BELOIT S.D. #1 (9700)	6000 (11) 8865	8 @ 240, 390, 315, 240			6400 (15) 10,240	6600[1] (15) 10,440			H, M-S, M-M, 100%, 114.48-283.68, L, 50%	[1]M.A. + 24. Note: $75 each 6 credits beyond B.A., $50 each 6 credits beyond M.A.; P.T.E. full credit 1st 5 yrs., 1/2 credit next 6 yrs. (max. 9th step).
	EAU CLAIRE JOINT S.D. #5 (9850)	5300 (11) 7526	371, 5 @ 186, 5 @ 185 (alt.)	5600[1] (14) 8540	5500[2] (13) 8195	5700 (15) 9120	6100[3] (15) 9760	6000[4] (15) 9600	6600 (15) 10,560	H, $325, L, 32%	[1]B.S. + 24; [2]B.S. + 16; [3]M.S. + 32; [4]M.S. + 24.
	FOND DU LAC JOINT S.D. #1 (7260)	5540 (15) 8590	4 @ 190, 390, 10 @ 190	5720[1] (15) 9220	5660[2] (15) 9010	5780 (16) 9660		5840[3] (16) 9880		H, M-S, M-M, 10.64 (sing. prem.)	[1]B.A. + 18; [2]B.A. + 12; [3]M.A. + 12.

SYMBOLS: **L.I.** = longevity increment; **SVC.** = service; **PGR.** = professional growth requirement; **A.U.** = amount unspecified; **P.T.E.** = previous teaching experience;
INSURANCE: **H** = Hospitalization; **M-S** = Medical-Surgical; **M-M** = Major Medical; **L** = Life; **s** = steps.

WISCONSIN

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
GREEN BAY (18,452)	5800 (11) 8990	348, 580, 406, 8 • 232			6148 (11) 10,208				H, M-S, 100%	P.T.E. full credit max. 8 yrs., B.A. + 15 add. $174 to B.A. scale.
JANESVILLE (10,571)	5350 (14) 8430	190, 250, 12 • 220	5600 (14) 8680	5550[1] (14) 8630	5750 (17) 9830				H, M-S, 198.72, L, 32%	[1]B.A. + 24. Add.: $325 for M.A. + 30, $600 for Ph.D., $200 tchrs. who claim dependency.
KENOSHA (18,750)	5900 (11) 9145	11 • 295		6195[1] (11) 9440	6490 (13) 10,325	7080 (13) 10,915	6785[2] (13) 10,620		H, M-S, 100% cov.	P.T.E. $295-$2655 max. 10 yrs.; [1]B.A. + 15; [2]M.A. + 12.
LACROSSE (9041)	5450 (14) 8220	2 • 150, 5 • 180, 2 • 190, 4 • 230 270		5560[1] (14) 8530					H, M-S, M-M, 50%, L, 42%	[1]B.A. + 15
MADISON (30,929)	5500 (14) 9500	3 • 200, 325, 3 • 200, 475, 3 • 200, 800, 2 • 300			6000 (14) 10,500		6400[1] (14) 10,900		H, 3.68-7.66, M-S, M-M, 2.94-6.21	P.G.R. 15 yrs. $250 every 4 yrs. w/6 s.h.; P.T.E. 1/2 credit max. 6 yrs.; [1]M.A. + 24 or B.A. + 48.
MANITOWAC JOINT SCHOOL DISTRICT #1 (6633)	5733 (11) 8944	230, 2 • 229, 344, 2 • 287, 286, 287, 3 • 344	5963[1] (12) 9517	5848[2] (11) 9059	6307 (13) 10,205	6880 (15) 11,466	6765[3] (14) 11,008		H, M-S, M-M, 7.76-9.84 per mo., L, 32%	[1]B.A. + 15; [2]B.A. + 8; [3]M.A. + 23.
OSHKOSH (10,000)	5400 (13) 8208	13 • 216	6075 (13) 8883	5805[1] (13) 8613	6210 (14) 9234	6885 (14) 9909	6750[2] (14) 9774		H, M-S, M-M, 100% single rate, L, 23%	P.T.E. evaluated by supt.; head of family add. $300; [1]B.A. + 18; [2]M.A. + 24.
SHEBOYGAN (9830)	5775 (13) 8832	13 • 231	6208 (13) 9494	6064[2] (13) 9274	6353 (13) 9715	6930 (13) 10,598	6641[2] (13) 10,157		H, M-S, M-M, $97.45 (cost of single pol.)	[1]B.A. + 15; [2]M.A. + 15; P.T.E. $150 each yr. max. 10 yrs.
SUPERIOR (AFT) (7615)	5500 (12) 8600	10 • 250, 2 • 300	5800 (12) 8900		5900 (12) 9550		6200[1] (12) 9850		H, M-S, M-M, $10 per mo., L, 60%	P.T.E. full credit max. 5 yrs.; [1]M.A. + 20.
WAUKESHA	5800 (12) 9280	3 • 232, 6 • 290, 3 • 348		5974[1] (12) 9454	6206 (12) 10,034	6728 (12) 10,614	6496[2] (12) 10,382		H, M-S, M-M, 100%, L, 50%	Note: $125 dependency allowance; [1]B.A. + 15; [2]M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

	SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
WISCONSIN	WEST ALLIS S.S.D. #1 (12,077)	5975 (11) 9320	11 • 304		6094[1] 9560	6393 10,456	6632 11,053	6512[2] 10,755		M-S, M-M, 124.44-332.52, L, 32%	Every 5 yrs. add. $50 to inc.; [1]B.A. + 15; [2]M.A. + 15.
	WHITEWATER U.S.D. #1	5400 (11) 7600	11 • 200		5600[1] (12) 8000	5800 (14) 8824				Health, 47-122 per yr., (1/2 prem.)	[1]B.A. + 15; head of family inc. $400; P.T.E. full credit to 4 yrs. 1/2 credit thereafter max. 6 yrs.
	WISCONSIN RAPIDS (6304)	5729 (15) 8616	138, 139, 143, 281, 139, 173, 143, 281, 142, 143, 212, 513, 145, 147, 148			6302 (15) 9478				H, M-S, M-M, 8.39	Add.: 100 M.A. + 8; 200 M.A. + 15; 300 M.A. + 23.
WYOMING	CHEYENNE (13,486)	5500 (9) 8346	5 • 316, 4 • 317 (alt.)			5995 (11) 9474	6325 (12) 10,120	6875 (12) 10,670		None	P.T.E. credit $316-$1580 max. 6 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

Appendix I
SALARY PROGRESS IN AFT LOCALS

The following is an alphabetical listing of selected cities where AFT locals have been the bargaining agents for at least one year. The column at the left margin indicates the year when collective bargaining was first won. Note that, with very few exceptions, AFT has negotiated significant salary increases for the one-year period, 1967-68.

In order to get a more meaningful interpretation of these figures, one should know the answers to the following major questions:

1. How many teachers are affected by the increases at each level?
2. What are the sources of revenue for each school district (tax base, etc.)?
3. What is the average income of the community?
4. What is the cost of living in the area?
5. How long does it take to reach maximum on the schedule?

The answers to these questions will be the subject of a forthcoming study by the AFT Research Department.

Year of Certification	Name of District	Bachelor's Min. (No. of Steps) Max. 1967	Bachelor's Min. (No. of Steps) Max. 1968	Total Increase Min.–Max.	Master's Maximum		Total Increase
					1967	1968	
1966	ALLEN PARK, MICH.	5,700 (11) 8,920	6,150 (10) 10,000	450–1,080	9,550	10,900	350
1965	BOSTON, MASS.	5,500 (10) 9,300	6,000 (9) 10,000	500–700	9,800	10,500	700
1966	CHICAGO, ILL.	5,500 (10) 9,000	6,560 (10) 10,147	1,060–1,147	9,750	10,916	1,166
1964	CLEVELAND, OHIO	5,300 (17) 8,717	6,250 (15) 9,600	950–883	10,000	10,750	750
1965	*DEARBORN, MICH.	5,306 (9) 8,668	6,500 (10) 10,150	1,194–1,482	10,034	11,750	716
1965	*DETROIT, MICH.	5,800 (10) 9,500	6,650 (11) 10,350	850–850	10,000	10,850	850
1965	E. DETROIT, MICH.	5,700 (10) 9,000	6,300 (10) 9,400	600–400	10,050	11,100	50
1965	HARTFORD, CONN.	5,500 (12) 9,236	6,000 (12) 9,800	500–564	10,041	10,850	809
1966	HEINTZEN, MICH.	5,600 (9) 8,800	6,100 (10) 9,800	500–1,000	9,300	10,000	700
1964	MINOT, NORTH DAKOTA	4,900 (10) 7,840	5,300 (10) 8,480	400–640	8,526	9,222	696
1966	NEW BRITAIN, CONN.	5,300 (12) 8,800	5,500 (12) 9,100	200–300	9,250	9,900	650
1966	NEW ROCHELLE, N.Y.	5,950 (14) 10,050	6,200 (14) 10,300	250–250	11,750	12,150	400
1961	*NEW YORK CITY	5,400 (13) 9,950	6,200 (13) 10,350	800–400	11,450	11,850	400
1965	*OAK PARK, MICH.	5,650 (9) 8,700	6,400 (10) 10,200	750–1,500	9,700	11,300	1,600
1966	PAWTUCKET, R.I.	5,300 (9) 7,900	5,400 (9) 8,200	100–300	8,300	8,600	300
1965	PHILADELPHIA, PA.	5,800 (11) 9,400	6,100 (10) 9,900	300–500	9,800	10,300	500
1964	PLAINVIEW, N.Y.	6,125 (14) 10,125	6,350 (14) 10,425	225–300	11,325	11,850	125
1966	PROVIDENCE, R.I.	5,200 (10) 8,175	5,900 (10) 8,800	700–625	8,550	9,300	750
1948	PROVISO, ILL.	5,800 (11) 8,500	6,100 (9) 8,500	300–0	10,800	11,350	550
1966	ROSEVILLE, MICH.	5,600 (9) 9,000	6,300 (9) 9,900	700–900	10,000	10,900	900
1964	SUPERIOR, WIS.	5,150 (11) 7,700	5,500 (12) 8,600	450–900	8,600	9,550	950
1965	*TAYLOR, MICH.	5,600 (11) 9,100	6,300 (8) 10,300	700–1,200	10,100	11,300	1,200
1966	VAN DYKE, MICH.	5,800 (9) 9,459	6,500 (9) 10,601	700–1,142	10,028	11,238	1,210
1965	YONKERS, N.Y.	5,900 (12) 10,000	5,900 (12) 10,000	--------	11,300	11,300	------

*Districts where militant action (strikes) preceded the signing of 1967-68 agreements.

Appendix II
COMPARISON OF SALARIES IN THE FOUR LARGEST AFT AND NEA CITIES AS A RESULT OF 1967 NEGOTIATIONS

Name of Cities	B.A. Minimum	B.A. Maximum	Number of Steps
AFT–			
New York City	$6,750*	$11,150	13
Chicago	$7,350	$11,025	10
Detroit	$7,500*	$11,200	11
Philadelphia	$6,100	$9,900	10
AFT Average –	$6,925	$10,819	11
NEA–			
Milwaukee	$5,850	$9,290	12
Newark	$6,300	$10,700	11
Jersey City	$6,100	$9,600	12
Buffalo	$5,800	$9,575	14
NEA Average –	$6,013	$9,719	12

Notes: First compare those cities which are in approximately the same geographical area, i.e., Detroit and Milwaukee.
In agreements of more than one year, which group has provided for future raises? [i.e., Newark, N.J., no guarantee–in a three year agreement; Detroit, Mich., $850 across-the-board in the second year of a two-year pact.]
AFT-negotiated salaries in big cities are better! Even in small towns the pattern doesn't change! [i.e., Oak Park, Mich., AFT, $6,400-$10,200 (10); Garden City, Mich., NEA, $6,200-$9,920 (10)]* Both cities have approximately the same number on staff: 407 and 421, respectively.

*As of September, 1968.

Write to the
ORDER DEPARTMENT

**THE AMERICAN
FEDERATION
OF TEACHERS, AFL-CIO**

1012 14th Street N.W., Washington, D. C. 20005